CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS / ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT/ACPU BULLETIN

DECEMBER / DECEMBRE 1992 VOL. 39, No. 10

Season's greetings

Mazankowski cuts research funds

Donald C. Savage

Last year the federal government announced with some fanfare that the funds of the federal granting councils would be increased by 4 per cent a year for four years. On Dec. 2 the Finance Minister took an axe to that promise and eliminated the proposed increases. "All year the Tories have been taking credit for this commitment," said Prof. Alan Andrews, President of CAUT, "and now at year's end they reneged." He added: "It seems clear that the funds were committed in part to head off a revolt over the decision to merge the Social Sciences and Humanities Research Council with the Canada Council. those who urged the community to trust the government at that time must feel particularly let down," he said.

Mr Mazankowski's financial statement included an announcement that the government would set aside unspecified funds to finance the Canarie project which is a high-speed fibre optic communications network created within the university community.

Responding to pressures from a House of Commons committee, the business community and the universities, the Minister promised to restore the funding of the Industrial Research Assistance Program (IRAP) which had been under attack for some time.

On transfers to the provinces in respect of post-secondary education, the Minister made a speech in Alberta in November predicting cuts in transfer payments. CAUT lobbied vigorously during November against this possibility as did tbe National Consortium of Scientific and Educational Associations of which CAUT is a founding member. In the end the Minister apparently changed his mind. That is the good news. The bad news is tbat the five year regime of cuts announced in earlier budgets continues.

The effect of cuts of this magnitude is already evident. Ontario universities are cutting back first year enrollments. Universities are finding it more and more difficult to give laboratory courses to undergraduate science students. Library budgets are under siege. Salaries are frozen. Classes are overloaded. The quality of higher education diminishes.

During tbe past year the CAUT and the provincial associations have tried to impress upon both levels of government tbe seriousness of the situation.

CAUT, tbe Association of Universities and Colleges of Canada and the Canadian Federation of Students have had some success in making post-secondary education an issue during the constitutional debate.

CAUT provided legal language for the Beaudoin/Dobbie Committee to entrench the EPF structures in the constitution while leaving the negotiations of the financial details to tbe political leadership. In essence tbis would have provided for five-year contracts between Ottawa and the provinces whicb would have made it much more difficult for either side to renege on its commitments.

Although both the Beaudoin/Dobbie Committee and the first ministers were interested in the concept of five-year contracts, they would only apply them to new programs or to the Canada Assistance Plan.

Saskatchewan and Ontario took the lead in arguing the case about EPF, but Ottawa simply said no and the other provinces were not prepared to fight. Post-secondary education was included in the social charter at Charlottetown but without any teeth in the provision. Perhaps more importantly tbe first ministers agreed to move the debate on EPF from tbe finance ministers, where it bad languished for many years, to their own table.

Even before the referenda in October, CAUT President Alan Andrews wrote to the Prime Minister and the premiers, suggesting to tbem that EPF remained a problem for them regardless of tbe outcome of tbe vote and urging them to put the issue on the agenda at their next meeting. At the time it looked as though there might be an economic summit, but the Prime Minister decided against it.

CAUT also took the message to meetings with ministers in various provinces. At the request of tbe faculty associations in Saskatchewan, CAUT appeared before the Johnson Commission, which is investigating post-secondary education in Saskatchewan, and urged it to make EPF an important part of its recommendations to the Saskatchewan government.

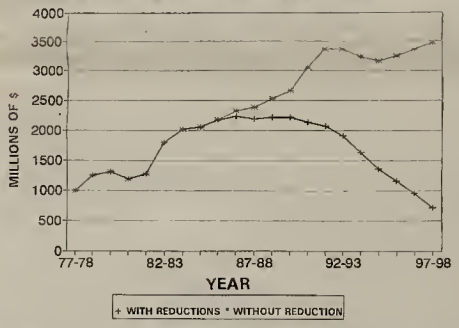
Donald Mazankowski

The CAUT President, in conjunction with the Manitoba Organization of Faculty Associations, also carried the same message this month to the Roblin Commission in Manitoba whicb is studying the university system in that province.

The federal cuts in EPF were also one of the key issues at the conference in November of the recently formed Coalition on Post-Secondary Education (see page 13). The consequences of the federal cutbacks were front and centre for tbe two days of the conference. The coalition is now discussing ways and means of raising the profile of tbis issue with the general public.

(Donald C. Savage is Executive Director of CAUT.)

EPF CASH TRANSFERS FOR POSTSECONDARY EDUCATION - CANADA



Mazankowski sabre encore

Donald C. Savage

C'est à coups de trompette que le gouvernement fédéral a annoncé l'an dernier l'octroi aux conseils subventionnaires d'augmentations de 4 p. 100 par an pendant quatre ans. Le 2 décembre, le ministre des Finances a repris son sabre pour tailler dans cette promesse et supprimer les augmentations proposées. «Toute l'année les Tories se sont attribués le mérite de cet engagement, à dit le professeur Alan Andrews, président de l'ACPU et, maintenant, à la fin de l'année, ils manquent à leur promesse.» Il ajoutait : «Il apparaît clairement que les fonds ont été engagés en partie pour parer une révolte à la suite de la décision de fusionner le Conseil de recherches en sciences humaines avec le Conseil des arts. Ceux qui engageaient la collectivité à faire confiance au gouvernement à ce moment-là doivent se sentir particulièrement déçus.» a-t-il ajouté.

Le bilan finacier de M. Mazankowski comprenait l'annonce que le gouvernement affecterait une certaine somme au financement du projet Canarie — installation d'un réseau de communication à haute vitesse par fibre optique reliant la communauté universitaire.

En réponse aux pressions exercées par un comité parlementaire, par le milieu des affaires et par des universités, le ministre a promis de rétablir le financement du programme d'assistance à la recherche industrielle (PARI) qui avait été malmené depuis déjà quelque temps.

En ce qui concerne les paiements de transfert aux provinces au titre de l'enseignement postsecondaire, le ministre a prédit, dans une discours en Alberta en novembre, que d'autre coupures allaient les frapper. L'ACPU a mené une vigoureuse campagne de pressions au cours du mois de novembre contre cette possibilité, de concert avec le Consortium national d'associations scientifiques et pédagogiques dont l'ACPU est membre fondateur. À la fin, le ministre a, semble-t-il, changé d'avis. C'est là une bonne nouvelle. La mauvaise nouvelle, c'est que le régime de coupures sur une période de cinq ans qui avait été annoncé dans des budgets antérieurs demeure en vigueur.

Les conséquences des coupures de cette ampleur sont déjà apparentes. Les universités de l'Ontario contingentent les inscriptions en première année. Les universités ont de plus en plus de difficultés à assurer des cours de laboratoire aux étudiants du premier cycle dans les facultés de Sciences. Les budgets des bibliothèques sont menacés. Les traitements des professeurs sont gelés. Les classes sont surchargées. La qualité de l'enseignement supérieur diminue.

Au cours de la dernière année, l'ACPU et les fédérations provinciales se sont efforcées de faire comprendrc aux deux échelons gouvernementaux la gravité de la situation.

L'ACPU, l'Association des universités et collèges du Canada et la Fédération canadienne des étudiant-e-s ont réussi assez bien à mettre l'enseignement postsecondaire en évidence au cours du débat constitutionnel. L'ACPU a élaboré la terminologie juridique dont le Comité Beaudoin-Dobbie s'est servi pour inscrire les structures du FPE dans la constitution tout en laissant aux hommes politiques les négociations relatives aux détails financiers. En bref, cet arrangement aurait permis d'établir des contrats de cinq ans entre Ottawa et les provinces ce qui aurait compliqué la vie des parties qui auraient été tentées de modifier leurs engagements.

voir Mazankowski à la page 11

New research centres (page 4)

Coping with stress (page 5)

Committee of Inquiry (page 13)

LETTERS/COURRIER

Shootings a symptom of fortress mentality

The shootings at Concordia were not merely acts of violence on the campus. Unlike the incident at Polytechnique, where an outsider shot a group of students, the killings at Concordia were (allegedly) done by a faculty member, apparently as an expression of frustration in dealing with the university system. The irrational violence suggests the perpetrator was not mentally stable but rather than being concerned about bow the person obtained a gun, should we not be more concerned that the university system governing the relations among faculty and between faculty and administration may have broken down? How many other faculty have similar frustrations?

When universities were well-financed, faculty morale and loyalty could be bought, but with financial restraint, universities can only offer personal concern for the welfare of employees to maintain their morale and the associated productivity. Thus one would expect to see the universities trying to keep faculty morale high to keep the institution as strong as possible despite cut-backs. The opposite seems to be occurring.

At my institution (and I gather it is not unique) the administration, being criticised for the problems of restraint, rather than opening up and making these problems everyone's problems, and making the solutions to them everyone's business, has retreated to tbe fortress of the "Admin" building behind a crowd of associate vice-presidents and administrative assistants. The faculty are kept at bay. Their rights may be encroached upon, for example, by appointing a dean, against whom there is an outstanding grievance as the administration's chairman of the joint grievance committee. The increasing chasm between faculty and administration engulfs the frustrations of faculty.

We should also be concerned tbat our faculty associations may be unable to cope. When administrators and faculty were friends, problems were solved by personal contact. Today, with their estrangement, universities are making more use of lawyers and labour relations experts to exploit the large field of education law that has developed during the past two decades. As the administration hires more experts, can the traditional faculty association, in which legal decisions are made by non-expert fellow faculty members, even with the best of intentions, provide the protection required by its members?

I hope the inquiries arising from the horror at Concordia will help restore the university community. It is unlikely that the situation is unique to Concordia.

Fred F. Langford
Geological Sciences
University of Saskatchewan

Student evaluations can be useful

Bernice Schrank's article Tenure Trap (Sept. 1992) makes the valid conclusion that student evaluations should be interpreted with great care, but we must be careful not to tbrow out the baby with the bath water. If student evaluations were properly used there would be no need for them to be considered at tenure decision time. Problems with teaching performance pointed out by student evaluations in the first several years should have been corrected by this time.

In the past, student evaluations, if in fact they were carried out, seemed only to be important at tenure or promotion time. They were part of tbe final exam of the pretenure term and often interpreted to support the decision made on other grounds to award or deny tenure.

Properly used, student evaluations should identify problems in tbe first year of teacbing. Complaints should be evaluated by the department head or peers to determine if they are valid, and if so, how problems could be corrected. New teachers might be required to take teaching effectiveness workshops or advice might be sought from other good teachers in the department to correct a specific complaint.

Classes could be consulted furtber by the department head or a teaching committee to determine the substance of reoccurring student criticisms and objections. The procedures would be documented, and the history of one's teaching performance would be used to evaluate the teaching effectiveness at tenure time.

It is too easy to say that student evaluations are misleading and to therefore regard or disregard them to fit other agendas. Even more disturbing for me is to hear examples in whicb dreadful teaching is condoned, and disrespectful attitudes toward students are allowed to continue year after year, without anyone accepting the responsibility to bring about change.

Student evaluations are not mysterious black boxes. They are a mechanism for pointing out potential problems and are often a cry for help from students. It is the responsibility of administrators to respond to these indications of problems and improve the situation rather tban to use them as a final nail in the coffin of a negative tenure decision.

Judith Myers
Zoology and Plant Science
University of British Columbia

Women's studies debate

Re: Letters from Gruhn and McCormack, September and October, 1992.

Prof. McCormack's claim that the graduate program in Women's Studies at York encourages "lively disagreement and dissent," with "no party line" is belied by the rest of her response to Prof. Gruhn.

Thus sociobiology and biological determinism are rejected as "pseudoscience," presumably because they yield outcomes unfavourable to feminist ideology, rather than on the basis of evidence or reasonable inference.

Similarly, no feminist commentary on these disciplines would be complete without the labels "sexist," "racist" or "homophobic." These are inevitably supplied further on in the letter. Are we to take seriously the claim tbat there can be free and open discussion in a program in wbich the director trots out labels of this kind, and obviously uses them as a muzzle on academic enquiry?

I strongly second Prof. Gruhn's suggestion that CAUT begin to rethink its feminist position on many issues, and allow an open discussion of these issues in the pages of the *Bulletin*.

Doreen Kimura
Psychology
University of Western Ontario

Science transcends politics

The article by Susan Gray (Oct/92 issue) elicits several responses:

Many years ago, Ontario had a program similar to FCAR (Fonds pour la formation de chercheurs et l'aide à la recherche) operating in Quebec. Since that time, and in view of the recent augmentation of this fund, Ontario scientists have been and will continue to be in a disadvantageous position compared to their quebecois counterparts.

Increasing funds from the U.S. as well as from other multinational companies are available not only to Quebec but only these sources are being tested by Canadian scientists in general. Industry is searching for more university collaboration in order to provide fresh perspective and obtain a window on research at relatively low cost.

I venture the opinion that separation would not bave much effect on investment by industry which would still seek out the best laboratories in Quebec or the rest of Canada for its specific interests. I agree that science usually transcends governments.

Common goals do not motivate research. The current strength of Japanese research (my competence is in organic chemistry) is due to dedicated, long range funding programs but also to the innovative abilities of Japanese scientists to find lucrative practical applications.

Judging from current events in Europe, the advent of EC, and the characteristics of the people, especially the German scientists, similar trends are anticipated. Canadians see a "gloomy political climate" and are turned off; Europeans, on the other hand, see political and economic problems as the norm and are excited by tbe challenges. Progress is inevitable.

V. Snieckus
Professor of Chemistry
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Comments? Questions?

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Courrier des lecteurs

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPU ou a été suffisamment débattu par d'autres correspondants.

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Handgun restriction

Campaign opposed

I was most disturbed at receiving an insert in my October 1992 issue of CAUT/ACPU *Bulletin* which petitioned for making the ownership of handguns restricted to the military and police. On an issue which is as polarized as gun control, the CAUT should have solicited input from both sides of the question before using the dues of its membership to support Canada's antigun fanatics.

It has been no secret that the Concordia University administration may have to accept partial responsibility for its role in the easy access to the firearms used in the Aug. 24tb killings at its university. By blindly following the lead of the rector at Concordia to campaign for the elimination of civilian handgun ownership, members of the recent 31st CAUT Council meeting in Ottawa are helping to draw heat away from the role of the Concordia administration in this tragic affair.

CAUT President Alan Andrews certainly makes it clear where he stands on gun control, and CAUT monies are apparently being used to support his misinformed position. Dragging out the usual antigun drivel, Andrews wants us to believe that those who died on Aug. 24 were the victims of firearms. Making statements like this is akin to "killing the messenger," and about as effective. Wake up Andrews! This is a people problem, not a gun, kitchen knife, automobile or blunt instrument issue.

In any event, I believe that it is reprehensible for the CAUT Council to allow CAUT finances (the costs of the petition insert in the CAUT/ACPU *Bulletin* to support a campaign which plays upon both the ignorance and the atavistic fear of firearms by some members of the CAUT in the wake of the shootings at Concordia University. I would be pleased to hear your justification(s) for using CAUT membership dues to support gun control in Canada.

Peter V. Fankboner
Biological Sciences
Simon Fraser University

Other alternatives

October's *Bulletin* has urged academics to sign and circulate a petition calling for an immediate prohibition on the private possession of handguns. I do not shoot competitively, but I know that Canada has olympic class pistol shooters who received their training as private citizens in gun clubs across the country.

In order for a ban on the private possession of handguns to be fair and workable, the police and/or armed forces should also be called on to cooperate in running shooting ranges at which private citizens can continue to enjoy their past-times. Handguns need neither be banned nor confiscated, rather delivered for permanent 'safe-keeping' to such premises. The eventual storage of all privately-owned firearms on club premises could follow on this, including hunting rifles that can be signed out during season.

The idea of centralized storage and qualified public access to firearms is not new. Germany has a police-operated shooting club system and far from being a bureaucratic nightmare, these clubs work well for all concerned. Many shooters in Canada would be happy to have a similar system and the rest could be persuaded to accept it, particularly if prohibition was the alternative.

We are all deeply saddened and shocked over the recent murders at Concordia and want to do what we can to prevent such incidents from happening in the future. Responsible gun-owners are among tbe first to recognize that firearms must be kept well away from curious, untrained, upset or criminal hands. The call to ban tbe private possession of handguns could be of great benefit especially if it's proponents can follow it up with well-informed proposals that take the legitimate and responsible private use and enjoyment of firearms into account.

James G. Mullens
Religious Studies
University of Saskatchewan

EDITORIAL/ÉDITORIAL

Alen Andrews

U.S. election sends a message to Canada's Tories

The U.S. presidential election campaign and its outcome has some messages for Canada, and for post-secondary education and research in this country. Although Bill Clinton ran as a new Democrat, though not exactly a New Democrat, his principal campaign tbeme plainly echoed the kind of issues that Democrats in the U.S. have consistently tried to make their own. It was the economy, the economy and the economy, but it was also redistribution of incomes and government in the service of the people. In particular he seems ready to commit his presidency to trying to achieve affordable healtb care for all Americans and the improvement of post-secondary education and research.

In the course of the campaign, Clinton promised a college place for every American who wanted one, and also to increase federal funding for research, most notably in seeking a cure for AIDS, — to achieve which he called on occasion, somewhat incongruously, for a "Manhattan Project," referring to the massive U.S. government-sponsored research effort which led to the atomic bomb. He has also promised to shift billions from defence to civilian research and development. He is also committed to reversing the Bush administration's ban on fetal tissue research, and everyone expects Vice-President-elect Gore to continue to pusb for priority to be given to issues affecting the environment.

More than anything else, perbaps, it was the selection of the vice-presidential candidate that inspired confidence in the scientific research community. Gore, as chair of the Senate Subcommittee on Science, Technology and Space, earned a reputation for mastering the detail needed to address complicated research issues. Whatever tbe reason, shortly before the election, advertisements endorsing Clinton appeared, signed by more than 200 university presidents, professors and deans, many from leading U.S. universities. These eminent persons stated their conviction that a Clinton presidency would "reinvigorate" education in the U.S. This surely sounded the death knell for George Bush as "the education president."

An indication that Clinton really does intend to do something about accessibility came witb his inclusion of a reference to his scheme for reforming the generally discredited federal student loan program in his victory speech in Little Rock, Ark., late on the night of Nov. 3. The present program, which is administered by U.S. banks, is a straightforward loan scheme. It has a high default rate, no doubt one reason to justify the search for an alternative.

Clinton has proposed instead a plan that would provide students with two options. The first would offer tbem loans of $10,000 a year, to be forgiven in return for two years of public service. The second option would require repayment as a percentage of later income.

This contrasts sharply with the Canadian government's attitude to student loans in this year's budget. This was to try to do exactly what has been discredited in the U.S., that is, to get the banks to take on a greater share of the administration and default costs.

The message from tbe U.S. does not appear to have been heard by the Government of Canada. Far from taking steps to reverse the damage done to post-secondary education and research in the last eight years, the minister of finance has recently signalled the government's intention to gouge further monies out of Establisbed Programs Financing (EPF) than it bad already announced it would. This can only make matters worse for universities and colleges in Canada.

On the research side, as last month's issue of the ***Bulletin*** showed, the Conservatives have fallen far short of Mr. Mulroney's 1984 promise, endorsed since by advisory and parliamentary committees, to double the funds for research in Canada.

The government is obsessed with the deficit of course, and hopes we will be also. However, the recent pamphlet from the Canadian Centre for Policy Alternatives (CPA), "The Deficit Made Me Do It," exposes the fallacy of this fixation and the great damage it has done, as well as proposing sensible alternative approaches to fiscal management. Faculty associations might consider sponsoring local discussion of the CPA pamphlet as part of their preparation for the upcoming election.

The Tories should take heed of what has bappened south of the 49th parallel. The Reagan-Bush-Mulroney economic philosophy is now discredited. The rich have gotten richer over the past decade, the poor and those in between poorer. Clinton appealed directly to this fact. "Trickle-down" economics might have produced wealth at the top, but it hasn't trickled down, as it could have done if governments had ensured that the wealthy were fairly taxed.

The message to Mulroney & Co. is not only that they can expect the Canadian voters to reject their economic policies, it is also about the tbings that the electorate will vote for. Opinion polls, as well as the U.S. election, have repeatedly shown that education is high on that list.

L'élection aux États-Unis — leçon pour les conservateurs

La campagne électorale à la présidence des États-Unis et son résultat comportent quelques leçons pour le Canada et pour l'enseignement postsecondaire et la recherche dans notre pays. Bien que Bill Clinton ait été en lice à titre de candidat d'un Parti démocrate renouvelé, même s'il n'est pas exactement un Néo-démocrate, le thème principal de sa campagne faisait écho clairement aux préoccupations constantes des Démocrates des États-Unis : l'économie, l'économie, l'économie, mais il traitait aussi de la redistribution des revenus et d'un gouvernement au service du peuple. En particulier, il semble disposé à engager sa présidence à s'efforcer de mettre sur pied un programme de soins médicaux accessible à tous les citoyens américains et à améliorer l'enseignement postsecondaire et la recherche.

Au cours de la campagne, M. Clinton a promis une place dans les collèges à tout citoyen américain qui en veut une, et aussi d'accroître le financement fédéral de la recherche, notamment dans la recherche d'un traitement contre le SIDA, pour laquelle il a souhaité, de manière assez incongrue, la doter d'un «projet Manhattan», rappelant ainsi le projet de recherche massif du gouvernement qui a abouti à la fabrication de la bombe atomique. Il a promis également de débloquer des milliards de dollars du budget de la défense en faveur de la recherche et développement civils. De plus, il s'est engagé à renverser la décision de l'administration Bush sur la recherche sur les tissus foetaux et tout le monde s'attend à ce que le vice-président élu Gore continue à donner la priorité aux questions relatives à l'environnement.

Plus que toute autre décision, c'est sans doute le choix du candidat à la vice-présidence qui a inspiré confiance à la communauté des chercheurs scientifiques. À titre de président du sous-comité sénatorial pour les sciences, la technologie et l'espace, M. Gore a acquis une réputation enviable pour sa capacité à comprendre tous les détails nécessaires dans les questions relatives à la recherche. Quelle qu'en soit la raison, peu avant l'élection, des annonces de soutien au candidat Clinton ont été publiées sous la signature de plus de 200 recteurs d'universités, de professeurs et de doyens, représentant de nombreuses universités prestigieuses; ces personnalités déclaraient leur conviction qu'une présidence dirigée par M. Clinton «revigorerait» l'enseignement aux États-Unis. C'était sans doute le glas annonçant la fin de la carrière de George Bush à titre de «président de l'éducation». Un indice de ce que Bill Clinton a réellement l'intention de faire en matière d'accessibilité est apparu dans le fait qu'il a inclus une mention de son projet de réforme du programme fédéral de prêts aux étudiants, largement discrédité, dans son allocution acceptant le verdict des électeurs, à Little Rock, tard dans la nuit du 3 novembre. Le programme actuel, qui est administré par les banques, est tout simplement un programme d'emprunts ordinaire. Il souffre d'un grand nombre d'arriérés, bonne raison sans doute pour justifier de le remplacer.

À sa place, Bill Clinton propose plutôt un système qui offrirait aux étudiants deux options : soit des prêts jusqu'à concurrence de *10 000 $* par an, dont il serait fait grâce à la fin de deux année de service civique, ou alors, dont le remboursement ultérieur se fonderait sur un pourcentage des revenus.

Voilà qui contraste brutalement avec l'attitude du gouvernement canadien en matière de prêts aux étudiants dans le budget de cette année. Il s'agissait de faire exactement ce qui a été discrédité aux États-Unis, c'est-à-dire de laisser aux banques le soin d'administrer le programme.

Le message émanant des États-Unis ne semble pas avoir été entendu par le gouvernement du Canada. Loin de prendre les mesures qui renverseraient la vapeur et répareraient les dommages subis par l'enseignement postsecondaire et la recherche au cours des huit dernières années, le ministre des Finances a récemment laissé entendre que le gouvernement à l'intention de sabrer encore plus dans les sommes destinées au FPE qu'il ne l'avait annoncé précédemment. Une telle décision ne peut qu'empirer la situation des universités et des collèges du Canada.

Quant au volet recberche, comme le montrait l'édition du mois dernier du ***Bulletin***, le bilan des Conservateurs est fort loin des promesses de M. Mulroney faites en 1984, dont les propositions ont été approuvées depuis par les comités consultatifs et parlementaires quant à l'urgence de doubler les fonds affectés à la recherche au Canada.

Le gouvernement est évidemment obsédé par le déficit et espère que nous le serons aussi. Toutefois, la brochure récente du Centre canadien de recherche en politiques de rechange *intitulée : C'est la faute au déficit* expose l'erreur de cette idée-fixe et les dommages immenses qu'elle a infligés, tout en proposant également des démarches de rechange intelligentes en matière de gestion fiscale. Les associations de professeurs pourraient étudier l'opportunité d'organiser à l'échelon local des discussions sur la brochure du CCRP en prévision des prochaines élections.

Les Tories devraient prendre garde à ce qui s'est passé au sud du 49e parallèle. La philosophie économique des Reagan-Bush-Mulroney est maintenant dépréciée. Les riches se sont enrichis au cours de la dernière décennie, les pauvres et ceux qui sont entre les deux se sont appauvris. Bill Clinton a tiré parti de ce fait. La théorie selon laquelle la richesse finit par toucher les pauvres par un «effet de ruissellement» peut avoir produit de la richesse au baut de la pyramide, mais les couches inférieures n'en ont pas profité, comme cela aurait pu se produire si les gouvernements avaient veillé à imposer les riches équitablement.

Le message adressé à Mulroney & Cie est le suivant : Non seulement peuvent-ils s'attendre à ce que les électeurs canadiens rejettent leurs politiques économiques, mais ils peuvent y trouver la liste des enjeux qui intéressent l'électorat et pour lesquels celui-ci va voter. Les sondages d'opinion, tout comme dans les élections américaines, ont montré à maintes reprises que l'enseignement figure près du sommet de cette liste.

CAUT BULLETIN DE L'ACPU

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Published by the Canadian Association of University Teachers, 308-294 Albert St., Ottawa, Ontario K1P 6E8 (613) 237-6885.
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The CAUT Bulletin is published the first week of each month September through June. Total average distribution 33,000. ISSN 0007-7887.
Printing, Layout and Editorial Services: Performance Printing, Smiths Falls, Ontario.

Publié par l'Association canadienne des professeurs d'université, 294, rue Albert, bureau 308, Ottawa (Ontario) K1P 6E8 (613) 237-6885.
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Le Bulletin de l'ACPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen: 33 000. ISSN 0007-7887
Impression, mise en page et services de rédaction: Performance Printing, Smiths Falls (Ontario).

STATUS OF WOMEN

December 6th remembered

People die.
People die all the time.
But when they are young,
when they are killed
the rest of us are left behind
to weep and to rage;
to mourn and to try to understand
and to explain
what their lives
and what their deaths mean.

The women of Montréal
were killed cruelly and needlessly
but they did not die in vain.
We must never let them become statistics
or their killer, whose name I will not speak,
become the focus of attention.

These women have left a rich legacy
one that has spread throughout the land
in ways both large and small.
The people of this nation refuse to let
the Montréal 14 be forgotten.
We have taken the shame of their deaths
into our hearts.
We insist that they be remembered.
We have refused to let their killings
be seen as an aberration.
We insist that their killings be seen
as a part of the femicide that occurs
everyday, here and throughout the world.

We stand together each year
and reaffirm the importance
of these women as individuals
and as victims of the war against women.

These women were killed
because they believed that they
had the right to be where they were.
They believed that they had the
right to be in a place that some
believed (and some still believe) should
be reserved for men.
There is no such place!
They were killed because they
believed that they were equal.

They are our heroes — these Montréal
women.
And everytime a woman fights back
They are there
Everytime a women challenges old
stereotypes
They are there
Everytime a woman refuses to be denied
her equal rights
They are there
And everytime a women is killed
because she is a woman
They are there
They are our heroes — these ordinary,
extraordinary women.

As we come together on our individual
campuses to honour our
sisters, to demonstrate we will not forget
They are there.

(Mary Lou Dietz, Department of Sociology and Anthropology, University of Windsor)

Family violence and violence against women research centres get $2.5 million in funding

On Nov. 13 Health Minister Benoît Bouchard, Status of Women Minister Mary Collins and Social Sciences and Humanities Research Council President Paule Leduc announced that five research centres will share $2.5 million to investigate family violence and violence against women.

Following the murders of 14 women at École Polytechnique on Dec. 6, 1989, CAUT proposed to the prime minister that centres on family violence and violence against women be established. These centres would research the determinant factors (social, psychological, economic) that contribute to such violence, and conduct research on effective measures to prevent family violence and violence against women.

In a letter to the prime minister on Dec. 19, CAUT President Pamela Smith wrote: "Nothing can restore the individual promise of the 14 women, or the hopes their families, their friends and their university had for them. However, adopting proposals such as these would counteract the dreadful message underlying this tragedy. In our view, their adoption would demonstrate your commitment to the eradication of violence."

This recommendation received wide support from within the university community including the support of the Association of Universities and Colleges of Canada, and from within the government ranks, most notably from Ministers Winegard and Collins. It was adopted by the government to be administered by the Social Sciences and Humanities Research Council.

As a result of a November 1991 call that attracted 43 proposals, universities in Fredericton, Montréal, London, Winnipeg and Vancouver have been selected through peer review adjudication to each receive $500,000 over five years. After this five-year period, the centres are expected to become self-sufficient.

"These centres represent a coordinated effort by Canadian researchers combining forces with community workers, policy makers and other partners to help deal with the horrifying problem of violence within families and against women," said SSHRC President Paule Leduc. "Drawing on the skills and expertise of researchers in the social sciences and humanities will help our society better understand what causes such violence and develop effective ways to address this problem."

The research agendas will be community driven, with research needs being identified by those working at the grassroots level, including shelter workers, child care workers, and members of victims' groups. "By bringing together the academic community and front line workers, this innovative venture will benefit from solid research and results that can be translated into action," said Minister Collins.

A broad range of subjects will be examined, including family violence in farm and rural areas, immigrant and ethnocultural minority groups, and violence within the aboriginal community. Other areas include programs delivered to offenders and the effects of violence portrayed in the media.

The Fredericton centre at the University of New Brunswick will focus on family violence in rural communities and will study a family for a generation to track the cycle of violence.

The Université de Montréal centre will seek to identify the causes of wife, child and elder abuse. It will also evaluate prevention programs.

The London project at the University of Western Ontario will study rehabilitation programs for men who batter their wives.

The University of Manitoba project will investigate community prevention efforts and the impact of government on protecting the vulnerable and treating offenders.

The Vancouver centre, shared between the University of British Columbia and Simon Fraser University, will examine the needs of shelters and the needs of native women, immigrants and refugees.

Health and Welfare Canada and SSHRC will provide equal funding for the centres under SSHRC's Joint Initiatives Program, launched in 1989 to involve public and private sector organizations in supporting research into contemporary issues of national interest.

Financement de cinq nouveaux centres de recherches sur la violence familiale et la violence faite aux femmes : Une somme de 2,5 millions de dollars y est consacrée

Le 13 novembre dernier, M. Benoît Bouchard, ministre de la Santé et du Bien-être social, Mme Mary Collins, ministre responsable de la Condition féminine, et Mme Paule Leduc, présidente du Conseil de recherches en sciences humaines (CRSH), ont annoncé l'octroi de 2,5 millions de dollars à partager entre cinq centres de recherche sur la violence familiale et la violence faite aux femmes.

À la suite du meurtre de 14 jeunes femmes à l'École Polytechnique de Montréal, le 6 décembre 1989, l'ACPU a suggéré au Premier ministre de mettre en place des centres de recherches sur la violence familiale et la violence faite aux femmes. Ces centres se pencheraient sur les principaux facteurs sociaux, psychologiques et économiques à l'origine d'une telle violence, et étudieraient les mesures permettant de prévenir la violence familiale et la violence faite aux femmes. Dans une lettre qu'elle adressait à M. Mulroney le 19 décembre, Mme Pamela Smith, présidente de l'ACPU, écrivait alors : «Rien ne pourra redonner la vie à ces 14 victimes; leurs aspirations et les espoirs de leurs familles, de leurs amis et de leur université se sont envolés avec elles. Cependant, en adoptant des propositions comme celles que nous vous soumettons, nous neutraliserions le message atroce lié à cette tragédie. À notre avis, leur adoption ferait foi de votre engagement à mettre fin à la violence.»

Mary Collins

La recommandation de l'ACPU a reçu un vaste appui du monde universitaire, notamment celui de l'Association des universités et collèges du Canada, et du gouvernement, surtout des ministres Winegard et Collins. Le gouvernement l'a adoptée, et a chargé le Conseil de recherches en sciences humaines d'en assurer la gestion.

À l'issue d'un appel lancé en novembre 1991, auquel ont répondu 43 établissements, les universités de Fredericton, Montréal, London, Winnipeg et Vancouver ont été choisies dans le cadre d'un examen par les pairs. Chaque établissement recevra 500 000 $, répartis sur cinq ans, après quoi les centres devraient être autonomes.

«Les centres sont le fruit d'un effort concerté des chercheurs canadiens qui travaillent avec les animateurs communautaires, les décideurs et d'autres partenaires afin d'aborder le problème atroce de la violence familiale et de la violence faite aux femmes, de dire Paule Leduc. En mettant à profit les aptitudes et les compétences des chercheurs en sciences sociales et humaines, notre société pourra mieux comprendre les raisons d'une telle violence et trouver des moyens efficaces de régler le problème.»

Pamela Smith

La collectivité décidera des programmes de recherche, et les besoins de recherche seront déterminés par les gens travaillant sur le terrain, entre autres ceux qui travaillent dans les abris, les travailleurs des services à l'enfance, et les membres de groupes de victimes. «Grâce à la collaboration des chercheurs universitaires et des travailleurs de première ligne, cette initiative novatrice donnera lieu à des travaux de recherche et à des résultats fiables, en fonction desquels on déterminera les mesures à prendre», d'indiquer Mme Collins.

Une vaste gamme de sujets seront à l'étude, notamment la violence familiale dans les régions agricoles et rurales, les immigrants et les minorités ethnoculturelles, et la violence chez les autochtones. On parlera également des programmes offerts aux délinquants et des effets de la violence médiatisée.

Le centre de Fredericton, sis à l'Université du Nouveau-Brunswick, mettra l'accent sur la violence familiale dans les collectivités rurales et étudiera une famille pendant une génération afin d'établir le cycle de la violence.

Le centre de l'Université de Montréal cherchera à cerner les causes de la violence faite aux femmes, aux enfants et aux personnes âgées. Il évaluera également les programmes de prévention.

Le centre de London, situé à l'Université Western Ontario, étudiera les programmes de réadaptation offerts aux hommes qui battent leur femme.

À l'Université du Manitoba, on se penchera sur les efforts de prévention communautaires et sur l'incidence des programmes gouvernementaux sur la protection des personnes vulnérables et le traitement des délinquants.

Le centre de Vancouver, qui relève de l'Université de la Colombie-Britannique et de l'Université Simon-Fraser, se penchera sur les besoins en matières d'abris et sur les besoins des femmes autochtones, des immigrantes et des réfugiées.

Santé et Bien-être social Canada et le CRSH offriront un financement égal aux centres en vertu du Programme des initiatives conjointes du CRSH, lancé en 1989, afin d'inciter les organismes publics et privés à appuyer la recherche sur des questions d'actualité qui concernent le pays dans son ensemble.

COLLECTIVE BARGAINING AND ECONOMIC BENEFITS

Manitoba coalition tests its mettle in rollback rejection

Tom Booth

The Coalition of Campus Unions and Associations (CCUA) at the University of Manitoba was formed in the early spring of 1991. It was born of recognized common interests in collective bargaining as well as a clearly seen need to communicate on matters related to specific working conditions and benefits.

It was established early on that this coalition, made of the Association of Employees Supporting Educational Services (AESES), Local 3007 of the Canadian Auto Workers (CAW), Local 9 of the Canadian Union of Educational Workers (CUEW), Local 1482 of the Canadian Union of Public Employees (CUPE), Local 900M of the Graphic Communication International Union (GCIU), the University of Manitoba Faculty Association (UMFA), and the University of Manitoba Police Association (UMPA) had to arrive at decisions in an environment of equality, mutual trust and respect, tolerance, understanding and consensus.

Early in October 1991, the coalition was confronted with an issue which clearly required it's attention and action. All campus unions and associations were requested by the administration to consider depletion of resources within the university. This translated to a proposed rollback of previously negotiated salary increases and consideration of self-inflicted salary deferral.

On Nov. 7 the coalition sent a letter to the administration calling for "...full and detailed information on the University's past and projected revenues..." Such information was required so that the coalition, with it's diverse members, could formulate an informed response to the request for wage concessions. It was also suggested that the coalition was willing to meet with the administration should it desire to discuss the call for full and detailed information.

Further in November, the coalition showed it's support of members of AESES about to vote on the rollback proposal. Each association member attending the meeting was provided with a handbill stating that UMPA, UMFA, GCIU, CUPE, CUEW and CAW had decided, in solidarity, to take a cautious approach prior to entertaining the administration's proposals.

The group of associations and unions was not convinced that the information presented by the administration was adequate to make reasoned decisions and there was a clear need to press for more facts, accountability, and open discussion of solutions to the "crisis." The handbill closed with the call to keep the collective bargaining process alive and to stick together!

The AESES members voted down the proposed rollback and in the first week of December local newspapers reported that the campus union had rejected the rollback. In a press release, the Manitoba Organization of Faculty Associations supported the position of the CCUA and stated, as reported in the *Winnipeg Free Press* on Dec. 16, that accepting the proposal to defer negotiated salary increases would set a dangerous precedent for all post-secondary institutions in Manitoba.

The UMFA general meeting of Jan. 30, 1992 rejected the wage freeze, as reported by the *Free Press* Feb. 1, and invited the board of governors, senate and administration to initiate the development of a proactive, long range plan for the University of Manitoba.

Members of the association expressed a strong commitment to participate, with other university unions and associations, in the planning process.

CAW announced it's rejection of the rollback proposal later in February and by March all coalition members had turned down the administration's proposed salary deferral.

As a result of events and processes during consideration of the administration's rollback proposal, the coalition was strengthened and every constituent realized that the employees of the institution had a key role to play in the development and future of the university.

The CCUA recognized the need to develop a series of long term goals which were tied to the future of the institution and that there was clearly a link between long term strategic planning and university finances. Constant collegial consultation and consensus within the university and input from the outside community regarding the mission and future were, and still are, seen as cornerstones of an effective and vibrant institution.

The actions of the coalition on the issue of salary deferral or rollback had identified each of the constituent members as concerned institutional participants.

Prior to it's recent settlement with the university, the CAW local 3007 was strongly supported in it's actions by the other coalition members. A press release and advertisement in the *Manitoban*, the student newspaper, urged the university administration to reconsider it's position. At the same time the CCUA demonstrated the will to support it's sister constituent in impending job action. The result of this solidarity is seen in the recently negotiated contract ratified by the CAW.

Currently, the coalition is stronger than ever. Five of the seven members are actively negotiating new collective agreements. What of the future of the Coalition of Campus Unions and Associations? As constituents of the coalition continue or begin to negotiate their collective agreements, continued solidarity, cooperation, coordination and support will be manifest.

With the nature of the propositions upon which the coalition was founded — equality, tolerance, respect, consensus, collegiality and, perhaps most importantly, open and free discussion — it is an invaluable resource to the university community. It can serve as a venue for internal and external communication on the state of the university. In a collegial atmosphere the coalition can also be a viable mechanism for the exchange of information and ideas related to long term planning.

At a time when the university, along with it's other provincial counterparts, is under review, the model of the coalition, with it's operating propositions, has much to offer to the review process. We must all work together with concern, commitment and vision to strengthen our universities as centres of scholarly enterprise...issues to action. Coalitions are vital.

(Tom Booth is a member of the CAUT Collective Bargaining Cooperative Executive Committee.)

COPING WITH STRESS IN THE UNIVERSITY WORKPLACE

A Collective Bargaining Cooperative Workshop

Westin Hotel, Ottawa

Thursday January 28, 9:00 - 5:00
Friday January 29, 9:00 - 12:30

The Collective Bargaining Cooperative is pleased to present a workshop on Coping with Stress in the University Workplace, which will explore issues which impact on faculty associations and their members. Workshop facilitators will examine the issues from different perspectives - legal, health, managerial, insurance and collective bargaining.

THE WORKSHOP WILL INCLUDE SESSIONS ON:

- Stress in the University Workplace
- Stress within the Faculty Association
- Grievances and Member versus Member Disputes
- Employee Assistance Programs
- Long-Term Disability and Stress

THE WORKSHOP WILL BE OF INTEREST TO FACULTY MEMBERS WHO:

- Are serving on Employee Benefits Committees
- Are involved in Negotiating Benefits
- Are interested in Employee Assistance Programs
- Are interested in exchanging information with other associations
- Wish to explore issues concerning Stress in the University Workplace.

REGISTRATION:

There is no registration fee for members of the CAUT Collective Bargaining Cooperative. A $125 registration fee will be charged to non-members of the CAUT Collective Bargaining Cooperative. **For more information, contact Nancy Gordon or Louise Cousineau at (613) 237-6885.**

COMMENT GÉRER LE STRESS DANS LE MILIEU DE TRAVAIL UNIVERSITAIRE

un atelier présenté par la Coopérative de négociation collective

Hôtel Westin, Ottawa

Le jeudi 28 janvier, 9 h à 17 h
Le vendredi 29 janvier, 9 h à 12 h 30

La Coopérative de négociation collective présente un atelier intitulé «Comment gérer le stress dans le milieu de travail universitaire», en vue de permettre d'examiner les aspects qui influent sur les associations de professeurs et leurs membres. Les animateurs traiteront des aspects en cause à partir de perspectives diverses - juridiques, physiologiques, de gestion, d'assurances collectives et de négociation collective.

L'ATELIER PORTERA SUR LES ASPECTS SUIVANTS :

- Stress dans le milieu de travail universitaire
- Stress au sein de l'association des professeurs
- Griefs entre membres par rapport aux différends entre membres
- Programmes d'aide au personnel
- Invalidité prolongée et stress

L'ATELIER S'ADRESSE AUX PROFESSEURS QUI :

- Sont membres de comités d'avantages sociaux
- Participent à la négociation d'avantages sociaux
- S'intéressent aux programmes d'aide au personnel
- Désirent en connaître plus sur le stress dans le milieu de travail universitaire

INSCRIPTION :

Il n'y a pas de frais d'inscription pour les membres de la Coopérative de négociation collective de l'ACPU. Les frais d'inscription s'élèveront à 125 $ pour toute autre personne. **Pour plus d'information, prière de communiquer avec Nancy Gordon ou Louise Cousineau au (613) 237-6885.**

Focus on Faculty/Pleins feux sur les professeurs

*Academics are often honoured for their achievements and contributions in teaching and research. As a bi-monthly feature of the Bulletin, **Focus on Faculty** reports on awards, honours, fellowships and prizes awarded to Canadian university academic staff. Particular focus is on provincial, national and international awards of merit. The **Bulletin** welcomes receiving notice of any awards or honours for academic staff for inclusion in this column, space permitting.*

*Les universitaires sont souvent honorés pour leurs réalisations et leurs contributions en recherche et en enseignement. La chronique du **Bulletin, Focus on Faculty (Pleins feux sur les professeurs)**, qui paraîtra tous les deux mois, présentera les prix, honneurs, bourses et récompenses décernés à des universitaires canadiens. On signalera surtout les prix provinciaux, nationaux et internationaux. Toutefois, la rédaction du **Bulletin** acceptera tout autre avis de prix ou d'honneurs pour cette chronique s'il y a de l'espace.*

Manning Principal Award

Kelvin Ogilvie (Molecular Biology) Acadia has received the 1992 Manning Principal Award ($100,000) for Canadian innovation. Dr. Ogilvie is known throughout the world for his outstanding achievements in molecular biology including the ability to chemically synthesize and manufacture DNA and RNA, as well as the development of drugs that actively fight human and animal viruses.

John Charles Polanyi Prizes

John Baenziger (Biochemistry) Ottawa; **Harry Dwayne Benjamin** (Economics) Toronto; **Paul Morley** (Obstetrics and Gynaecology) Ottawa; **Ilona Sylvia Skerjanc** (Cancer Research) Ottawa; **Mary Sopta** (Cancer Research) Toronto; and **Peter Gordon Thoms** (English) Western Ontario are the 1992 John Charles Polanyi Prize winners ($15,000). The Ontario government awards these prizes annually to outstanding researchers and scholars who plan to continue post-doctoral studies at an Ontario University.

Bourse de l'UREF

Henri Pallard (droit et justice/philosophie) Laurentienne est l'un des 51 boursiers d'excellence de l'Université des réseaux d'expression française ($15,000). Les bourses d'excellence de l'UREF représentent un élément majeur de l'organisation des échanges inter-universitaires dans un esprit de recherche partagée au sein de l'espace culturel, scientifique et technique d'expression française.

PAIRO Award

Susan Moffatt (Respirology) Queen's has been awarded the *Professional Association of Interns and Residents of Ontario* 1992 Excellence in Clinical Teaching Award.

Canadian Historical Association Prize

Doreen Evenden (History) Trent has been awarded the Canadian Historical Association prize for best dissertation on a non-Canadian topic.

Merck Frosst Award

Mario Pinto (Chemistry) Simon Fraser is the 1993 winner of the Merck Frosst Centre for Therapeutic Research Lecture Award from the Canadian Society for Chemistry in recognition of his outstanding achievements in the field of organic chemistry.

ACS Award of Merit

John Wadland (History/Canadian Studies) Trent is the recipient of the 1992 Association for Canadian Studies Award of Merit. The ACS presents awards of merit in recognition of important and significant contributions to the development of multidisciplinary or comparative studies about Canada.

Gowers Award

Don Weaver (Medicine) Queen's has received the Gowers Award for his innovative research in the treatment of epilepsy. The award is made by the European Section of the International League against epilepsy and bas hitherto been won by Europeans.

R.D. Defries Award

John Hastings (Medicine) Toronto has been selected to receive the R.D. Defries Award of the Canadian Public Health Association. The Association has presented the Defries, its highest award, annually since 1966 to recognize outstanding contributions in the field of public health.

John Dewan Prize

Doreen Kimura (Psychology) Western Ontario has been awarded the John Dewan Prize by the Ontario Mental Health Association for her work in human neuropsychology.

AMTEC Award EMPDAC Achievement Award

The 1992 winner of the Educational Media Producers and Distributors Association of Canada Achievement Award is **C.Y. Oh** (Adult, Career and Technology Education) Alberta. The EMPDAC award is presented to an individual in recognition of outstanding achievement in the creative development of classroom educational media.

TRIO Award

The Pegasus research group of **J. Altoft, N. Dawes, R. Dussault, S. Iqneidi, R. Kaye and B. Pagurek** (Systems and Computer Engineering) Carleton has won the $20,000 Telecommunications Research Institute of Ontario feedback award of excellence for designing a system that finds and diagnoses problems in the complex systems used by large communications networks. The award is given to recognize both research excellence and applicability to industry.

Canadian Society of Microbiologists Award

Donn Kushner (Microbiology) Toronto has received the 1992 Canadian Society of Microbiologists Award. The award is given in recognition of outstanding contributions to microbiology.

Médaille Léger-Comeau

Muriel K. Roy (professeure émérite, sciences sociales) Université de Moncton a été récipiendaire de la médaille Léger-Comeau, la plus haute distinction offerte par la Société national de l'Acadie.

Royal Scottish Geographical Society Fellowship

Frank Cunningham (emeritus professor of Geography) Simon Fraser has been awarded the fellowship of the Royal Scottish Geographical Society.

Instructional Leadership Award

Geraldine Thomas (Classics) Saint Mary's is the recipient of the Instructional Leadership Award presented by the Association of Atlantic Universities for her commitment to the improvement of university teaching.

OCULA Merit Award

Brian Land (Library & Information Science) Toronto has received the Ontario College and University Library Association Merit Award for 1992. OCULA gives this award annually to recognize an outstanding contribution to academic or research librarianship and library development.

Marvin Gelber Prize

Eric Helleiner (Political Studies) Trent bas been awarded the Marvin Gelber prize by the Canadian Institute for International Affairs for his article Japan and the Changing Global financial Order. The prize is awarded annually to a junior Canadian scholar in international relations.

Prisoner of the Month

Colombia

Death threats are being made to Jorge Duenas and his sister, Raquel, and Amnesty International is increasingly concerned for tbeir safety.

Jorge, a teacher and trade unionist in Colombia, has reportedly been the victim of anonymous phone calls threatening him and his sister. Raquel was a political activist witb the left-wing coalition party, Patriotic Union. Both have been followed and harassed by men who appear to be state security agents. This intimidation has intensified in recent days and could result in serious harm against Raquel and Jorge.

In January 1988 their sister, Gloria Bernal, was detained and tortured by members of the National Police. Immediately after her detention Gloria 'disappeared' and has not been seen since.

In September last year the Public Ministry of Colombia released an official report which stated that more than 3,000 complaints including torture, murder and disappearances, had beën lodged against the police and army in the last two years. The report also noted that a significant number of those victims were members of the Patriotic Union or trade unionists. Presidente Cesar Gaviria Trujillo made a speech on the report's release promising to uphold respect for human rights.

However, the situation has not improved and the security forces continue to detain, torture and murder people.

Please write courteous letters asking for an immediate investigation to bring to justice those responsible for the intimidation and threats against Jorge and Raquel Duenas. Send your letters to: Senor Presidente Cesar Gaviria Trujillo, Presidente de la Republica, Palacio de Narino, Santa Fe de Bogota, Colombia.

(Tltis column is carried simultaneously by the Bulletin of the British AUT and FAUSA News, the newsletter of tlte Federated Australian University Staff Association. The materiul is supplied by Amnesty International.)

The War Amps
CHILD AMPUTEE PROGRAM

For information dial toll-free area codes 519, 613, 705, 1-800-268-8821; other area codes dial 1-800-268-8917

PROVINCIAL ROUNDUP/SUR LA SCÈNE PROVINCIALE

J. Mark Langdon

Minister's remarks demonstrate 'appalling ignorance'

Two recent statements by Alberta's Minister of Advanced Education, John Gogo, precipitated calls for his resignation.

Gogo's first remark followed reporters' questions about his inability to secure additional funding for Alberta's overcrowded post-secondary institutions. About 1,200 qualified students were unable to attend the University of Calgary (U of C) this fall.

Gogo responded by casting aspersions on the university and suggested that students could be better educated through televised classes: "Instead of 400 students in a classroom with a professor speaking broken English at the U of C ... have a 10-foot by 10-foot screen with the real (teaching) experts." Gogo added that professors "don't necessarily have to know (their) subject. If you watch movies there are many good actors who are excellent teachers."

Mark Konnert of the department of history at the university said Gogo's comments "displayed his appalling ignorance of what actually goes on in universities ... dealt all faculty members a slap in the face and demonstrated his unsuitability as minister of education." Konnert added that the Minister's statement suggests "a university education to be a kind of babysitting in which the teachers are there simply for their entertainment value. How does Gogo imagine that teachers would answer students' questions?"

Bill Zwerman, President of the Confederation of Alberta Faculty Associations, said that Gogo's remark about tele-teaching was "just an incredible comment. He (Gogo) seems to think television is new," he concluded.

U of C Faculty Association President Helen Holmes noted that the university bas "many valuable professors ... who speak with an accent who contribute not only with research at the university but who are terrific in the classroom."

As the storm surrounding Gogo's comments began to diminish, he soon found himself at the centre of another controversy when he stated that provincial assistance sbould be reserved for a student's first degree only.

Zwerman said: "He was flying something there but I don't know why." He noted that if the idea were implemented it could encourage some Alberta students to do their first degree out of province or out of the country.

Holmes noted that the suggestions about tele-teaching and restricting assistance for students are "trial balloons" that Gogo is floating. She said that while the suggestions are not government policy Premier Don Getty has failed to repudiate Gogo for his remarks.

A *Calgary Herald* editorial stated that Gogo should resign. It noted that suggesting graduate students should "front the cost of graduate work is completely counter productive and caters to a wilfully ignorant voting constituency. Far from giving taxpayers a break, it would only result in a flight of intellectual workers from the province and a long-term decline in the quality of Alberta's workforces."

University of Calgary students began a "pink slip campaign" to pressure the minister to resign.

Committee to examine options for Alberta PSE

Alberta has established a committee known as the Consultative Group on Strategic Options, to examine the post-secondary sector. At the time of writing, no terms of reference, timeframe, committee size or membership had been established. It is expected that the University of Calgary and tbe University of Alberta will each have a representative on the committee, which is not expected to hold public hearings.

Zwerman said: "I don't know how central or peripheral this committee is, whether it is a sounding board or if it is going to have a determinate role." The government bas requested submissions from stakeholders by Dec. 15.

Yolande Gagnon, Alberta's Liberal critic for advanced education, said "Albertans and especially stakeholders in the system, have a right to know what tbe mandate of this consultative group is. We need openness, innovation and careful consideration, not secrecy, manipulation and patronage."

Allen launches committee on university restructuring in Ontario

Earlier this year, the Ontario government announced the establishment of short term and long term committees to advise it witb respect to university restructuring. The government issued policy parameters for the latter committee in mid-August and the committee first met later that month. Entitled Policy Parameters for Postsecondary Education, the document states that the committee must work witbin tbe assumptions that growth in demand for post-secondary education will continue for the next 10 years while funding will continue to be limited.

In launching the committee, Richard Allen, Minister of Colleges and Universities, said that "a new paradigm of post-secondary education is a goal worth our best efforts. In a context of restraint it forces us to reconsider existing commitments, to reprioritize and reallocate in order to expand what momentum presently exists and to enhance resources available for the task."

Some of the government's guiding objectives tbat were emphasized in the policy parameters document include: accessibility, diversity of enrollment, the generation of new knowledge by universities, recognition of the role of governing and advisory bodies, the provision of training with a view to tbe enhancement of mobility, representativeness of governance structures, accountability, and creative utilization of public resources in a time of restraint.

Saul Ross, President of the Ontario Confederation of University Faculty Associations (OCUFA), said the association is "eager to participate in tbese historic discussions... Tbe restructuring committee gives us the opportunity to develop a vision for post-secondary education. Fiscal policies can then be shaped by the university agenda, instead of the other way around."

70 projects awarded transition funding in Ontario

The Ontario government has provided $22 million in transition funding for 70 university projects. The projects were selected from a total of 152 proposals developed earlier this year in a province-wide competition. Fifty-three of the projects will be intra-university, nine will be inter-university, five will involve both colleges and universities, two will be system-level projects and one allocation was made to tbe Ontario College of Art.

The two largest allocations were to the University of Toronto ($3.54 million for curriculum renewal, pension plan equalization, voluntary early retirement, waste recycling, electrical cogeneration and energy management) and York University ($2.46 million for curriculum restructuring, assistance for an early childhood education program, enhancement of credit transfers between York and Seneca College, creation of a Franco-Ontarian Distance Education Network, enbanced early retirement and administrative restructuring, and computer retraining).

(J. Mark Langdon is a Ph.D. student in the department of political studies at Queen's University. His fields of study are Canadian politics and public administration, with an emphasis on media coverage of politics.)

Les propos d'un ministre révèlent une ignorance consternante

J. Mark Langdon

Deux déclarations récentes du ministre de l'enseignement supérieur de l'Alberta, M. John Gogo, ont incité à réclamer sa démission.

La première remarque de M. Gogo a suivi des questions posées par des journalistes sur son incapacité à trouver des fonds additionnels pour les établissements postsecondaires surpeuplés de l'Alberta. Quelque 1 200 étudiants qualifiés n'ont pu trouver place à l'université de Calgary cet automne.

M. Gogo a répondu en dénigrant l'université et en proposant que les étudiants seraient mieux éduqués par des cours télévisés : «Au lieu de 400 étudiants dans une salle de classe qui écoutent un professeurs parlant mal l'anglais à l'université de Calgary [...] il suffit d'un écran de 10 pi. sur 10 pi. avec de vrais experts (en enseignement).» M. Gogo a ajouté que les professeurs «n'ont pas nécessairement besoin de connaître leur matière. Si vous regardez des films, vous verrez de nombreux bons acteurs qui sont d'excellents professeurs.»

M. Mark Konnert, du département d'Histoire de l'université de Calgary a dit que les commentaires du ministre «démontrent son ignorance consternante de ce qui se passe réellement dans les universités, [...] qu'ils lancent une claque à travers la figure de tous les professeurs et prouvent son inaptitude à titre de ministre de l'éducation.» M. Konnert a ajouté que la déclaration du ministre semble suggérer «qu'une éducation universitaire est une sorte de service de garderie où les professeurs sont là simplement à titre d'amuseurs. Comment Gogo imagine-t-il que les professeurs répondent aux questions des étudiants?»

M. Bill Zwerman, président de la Confederation of Faculty Associations, a dit pour sa part que les remarques de M. Gogo à propos de télé-enseignement constituent «un commentaire incroyable.» «Il semble croire que la télévision est quelque chose de nouveau», a-t-il dit en conclusion.

La présidente de l'association des professeurs de l'université de Calgary, Mme Helen Holmes, a fait observer que l'université est dotée de «nombreux professeurs de valeur [...] dont certains parlent avec un accent, qui apportent leur contribution à l'université non seulement par leurs recherches, mais qui sont formidables en classe.»

La tempête soulevée commençait à peine à se calmer que M. Gogo s'est bientôt retrouvé au centre d'une autre controverse après avoir déclaré que l'aide de la province devrait être réservée uniquement au premier diplôme d'un étudiant.

M. Zwerman a dit : «C'est un ballon d'essai de quelque sorte, mais je ne sais pas pourquoi.» Il a fait observer que si l'idée était mise en oeuvre, elle inciterait certains étudiants albertains à obtenir leur premier diplôme hors de la province ou du pays.

Mme Holmes a noté elle aussi que les suggestions relatives au télé-enseignement et à la limite de l'aide aux étudiants étaient des ballons d'essai que M. Gogo lançait. Elle soulignait que bien que les suggestions ne constituent pas des politiques du gouvernement, le premier ministre Getty avait omis de rejeter les remarques de son ministre de l'enseignement supérieur.

Un éditorial du *Calgary Herald* déclarait que M. Gogo devrait se démettre de ses fonctions. On y faisait observer que proposer de faire payer leurs études aux étudiants des cycles supérieurs va complètement à l'encontre des buts recherchés et satisfait une catégorie d'électeurs délibérément ignorants. Au lieu d'alléger le fardeau des contribuables, une telle politique aurait pour seule conséquence la fuite des travailleurs intellectuels de la province et un déclin à long terme de la qualité de la main-d'oeuvre de l'Alberta.»

Les étudiants de l'université de Calgary ont commencé une campagne d'envoi de lettres de licenciement pour forcer le ministre à démissionner.

Un comité va examiner les options de l'enseignement postsecondaire en Alberta

L'Alberta a constitué un groupe consultatif sur les options stratégiques, en vue d'examiner le secteur de l'enseignement postsecondaire. Au moment de mettre sous presse aucun mandat, calendrier, nombre de membres ou de participants n'a été établi. On s'attend à ce que l'université de Calgary et l'université de l'Alberta aient chacune un représentant au comité, qui ne doit pas tenir d'audiences publiques.

M. Bill Zwerman en a dit ce qui suit : «Je ne sais qu'elle est l'importance de ce comité, si ce n'est qu'une caisse de résonance ou s'il aura une rôle déterminé.». Le gouvernement a demandé à ses partenaires de lui adresser leurs exposés d'ici le 15 décembre.

Mme Yolande Gagnon, la critique libérale pour l'enseignement supérieur, a déclaré que «les Albertains et, en particulier, les partenaires du système, ont le droit de savoir quel est le mandat de ce groupe consultatif.» Elle a ajouté : «Nous avons besoin de transparence, d'innovation et d'analyse soignée, et non de secret, de manipulation et de patronage.»

Le ministre Allen crée le comité sur la restructuration des universités

Plus tôt cette année, le gouvernement de l'Ontario a annoncé la mise sur pied de comités à court et à long terme pour le conseiller en matière de restructuration des universités. Le gouvernement a publié des paramètres de politiques pour le comité à long terme à la mi-août, qui a tenu sa première réunion plus tard au cours du mois. Le document, intitulé «Policy Parameters for Postsecondary Education», porte que le comité doit mener ses travaux en supposant que la croissance de la demande d'enseignement postsecondaire

voir ministre à la page 11

NEWS FROM QUEBEC

Quebec university subsidy — a matter of degrees

Susan Gray

Starting with the 1992-93 financial year, Quebec universities will receive a subsidy based on the number of degrees granted per institution. According to a provincial government press release, the new budgetary measure was introduced to encourage the "development of a highly-trained workforce which Quebec increasingly needs to meet the challenges of the next century" and to "financially support university performance and productivity vis-à-vis teaching and degree-granting."

Universities will receive $500 per bachelor's degree, $600 per master's degree and a $1,000 per doctorate. The money will come in a lump sum and will be based on the number of degrees granted during the calendar year which precedes the academic year in question.

The new budgetary measure was put in place following a request by the Conférence des recteurs et des principaux des universités du Québec (CRÉPUQ) last June. In an interview, Director-General Jacques Bordeleau explained CRÉPUQ's motivation. "We knew our request was compatible with the ministry's priorities," he said. "We support the principle (of giving financial incentives for degree-granting) as long as it represents a small portion of university budgets."

The new subsidy will total one per cent of all university subsidies," Bordeleau said.

In its press release, CRÉPUQ states that Quebec's universities are "delighted at this decision, which is good for all Quebeckers." But the Fédération québécoise des professeures et professeurs d'université (FQPPU) is one group that isn't happy with the new arrangement.

According to President Michel Campbell, the federation is mostly upset because "We're afraid that universities are accepting the idea of quantifying degrees," and because it says the government is trying to make the $15.4 million dollars look like new money even though it cut university budgets by $35 million earlier in the calendar year.

In its press release, the FQPPU poses some serious questions concerning the new plan. "Won't the universities be tempted to do things like shorten the length of programs ... or eliminate programs or courses linked to basic training in favour of programs which are seen as more likely to generate degrees?"

"Certain regional universities, because they offer fewer advanced degrees, are automatically penalized by the new measures," Campbell said in a telephone interview.

Responding to a comment made by Bordeleau to the effect that the redirected money will go towards lowering the number of student dropouts, Campbell said, "I would like Mr. Bordeleau to show me programs that will do this. I know that at the *Université* de Montréal this money will go in part to finance the debt."

The FQPPU isn't alone in opposing the link between university financing and degree-granting. Even before the news was announced, the Conseil des universités made public its reservations regarding a project of this type.

The federation thinks that the next step is a public debate about university financing. The organization finds it deplorable that there was no public consultation, no organized discussion with representatives from the university community before the new measures were introduced.

Asked to comment on the fact that the amount in question, according to Bordeleau, equals "a marginal percentage" of government subsidies to universities, Campbell responded, "It was an important enough that CRÉPUQ asked to have it (the money) back."

Recognition of the Centre for Pulp and Paper Research

The Centre québécois de valorisation de la biomasse, a government body, has granted the status of research and development module in the area of treatment and valorization of pulp and paper effluents to the Centre de recherche en pâte et papiers at l'Université du Québec à Trois-Rivières. The announcement was made last June by Trois-Rivières MNA Paul Philibert, on behalf of Lucienne Robillard, Minister for Higher Education and Science.

The centre's new status means that it will receive enough technical and financial support to enhance the reputation it has already acquired as a result of the work of its research team.

During his speech, Philibert reminded people of the importance of the pulp and paper industry for Quebec, as well as the impact of the recognition of the new module for the paper-making industry. The latter, with a payroll of $1.5 billion dollars, employs 40,000 people, and accounts for more than 11 per cent of all industrial production in the province.

"The creation of a research and development module will mean increased support for the paper-making industry's efforts to treat and enhance the value of effluents," declared Philibert, as he underscored the fact that the paper-making industry is faced with increasingly strict environmental standards.

(Susan Gray is a freelance journalist and translator who lives in Montreal.)

CAUT CALENDAR

AF&T	Jan. 8-9
SWC	Jan. 8-9
Consortium	Jan. 14
Coop Executive	Jan. 27
CAUT Executive	Jan. 27-29
Coop Board	Jan. 29
Council	Jan. 30-31

ENVIROPRINT

NOUVELLES BRÈVES DU QUÉBEC

Les subventions aux universités du Québec — une suite de gradations

Susan Gray

Dès l'exercice financier 1992-93, les universités du Québec recevront des subventions liées au nombre de diplômes de baccalauréat, de maîtrise et de doctorat qu'elles décerneront. Selon un communiqué du gouvernement provincial, la nouvelle règle budgétaire a été introduite afin d'inciter «à la formation de cette main-d'oeuvre qualifiée dont le Québec a un besoin grandissant pour affronter les défis du prochain siècle» et encourager «financièrement la performance et la productivité des universités dans l'enseignement et la diplômation.»

Le montant alloué serait de 500 $ par baccalauréat, 600 $ par maîtrise et de 1000 $ par doctorat. Forfaitaire, la subvention sera calculée à partir des diplômes décernés pendant l'année civile précédant l'année universitaire.

La nouvelle règle budgétaire a été mise en vigueur suite à une demande de la Conférence des recteurs et des principaux des universités du Québec (CRÉPUQ) en juin 1992. Le directeur-général, Jacques Bordeleau, expliquait en entrevue que la Conférence a fait une telle demande parce qu' «on savait que notre demande était compatible avec les priorités du Ministère,» ajoutant «On est d'accord avec le principe (d'encourager financièrement la diplômation) en autant qu'il s'agit d'une portion modeste du budget universitaire.»

«Les nouvelles subventions équivaudront à un p. 100 des subventions universitaires» a dit M. Bordeleau.

Dans son communiqué, la CRÉPUQ affirme que «les universités se réjouissent de cette décision qui va aussi dans le sens des intérêts de tout le Québec.» Mais la Fédération québécoise des professeures et professeurs d'université (FQPPU) n'est pas très contente. Les réactions principales tournent autour du fait que, selon son président Michel Campbell, «On craint que les universités s'embarquent dans la logique de la quantification des diplômés.» De plus, la FQPPU n'aime pas non plus le fait que le gouvernement annonce 15,4 millions de $ de fonds nouveaux alors qu'il a coupé les budgets des universités de 35 millions de $ plus tôt cette année.

Dans son communiqué publié après l'annonce des nouvelles mesures, la FQPPU s'est prononcée contre elles parce que «les établissements ne seront-ils pas tentés de recourir à des mesures telles que la diminution de la durée des programmes d'étude ... ou encore l'abandon de programmes ou de cours liés à la formation fondamentale des étudiants et étudiantes au profit de programmes jugés plus performants du point de vue de la quantité des diplômes qu'ils généreront?»

De plus, «certaines universités en région, parce qu'elles ont moins de programmes d'études du deuxième ou du troisième cycle, sont automatiquement pénalisées par la nouvelle règle,» a ajouté M. Campbell dans une entrevue téléphonique.

Au commentaire de M. Bordeleau, à l'effet que ces sommes seront affectées aux mesures de lutte contre le décrochage, M. Campbell répond, «J'aimerais que M. Bordeleau me montre les programmes qui feront cela. Je sais qu'à l'Université de Montréal cet argent ira en partie pour financer la dette.»

La FQPPU n'est pas seule à s'opposer à l'idée de lier le financement universitaire à la délivrance des diplômes. Avant même que la nouvelle subvention n'ait été annoncée, le Conseil des universités avait exprimé publiquement des réserves face à un projet de ce type.

Pour la fédération des professeurs, la prochaine étape est un débat public sur la question du financement des universités. Il déplore le fait qu'il n'y ait eu «aucune consultation publique, aucune discussion organisée avec l'ensemble des intéressés du milieu universitaire» avant que la règle budgétaire ne soit introduite.

Commentant le fait que le montant en question n'équivaut, selon M. Bordeleau, qu'à une «portion marginale» des subventions gouvernementales destinées aux universités, M. Campbell souligne «c'était un montant qui était assez important pour que la CRÉPUQ fasse la demande de le récupérer.»

Reconnaissance du Centre de recherche en pâtes et papiers

Le Centre québécois de valorisation de la biomasse, corporation gouvernementale québécoise, a accordé le statut de Module de recherche et de développement dans le domaine du traitement et de la valorisation des effluents des pâtes et papiers au Centre de recherche en pâtes et papiers de l'Université du Québec à Trois-Rivières. Cette annonce a été faite en juin dernier par Paul Philibert, député de Trois-Rivières, au nom de Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science.

Cette annonce assure au Centre un soutien technique et financier qui rehaussera la réputation de ce centre en ce qui a trait à l'expertise développée par son équipe de recherche.

Lors de l'annonce, M. Philibert a rappelé l'importance de l'industrie des pâtes et papiers au Québec ainsi que les répercussions de la reconnaissance du nouveau Module pour l'industrie papetière. Avec plus de 11 p. 100 de la production industrielle québécoise, l'industrie verse 1,5 milliard de $ en salaires et emploie 40 000 personnes.

«L'annonce de la reconnaissance d'un module de R-D permettra d'appuyer les efforts de l'industrie pour traiter et valoriser les effluents,» a déclaré M. Philibert, soulignant le fait que le contexte actuel fait que l'industrie papetière doit se plier à des exigences environnementales de plus en plus sévères.

(Susan Gray est une journaliste et une traductrice pigiste qui vit à Montréal.)

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NOEL

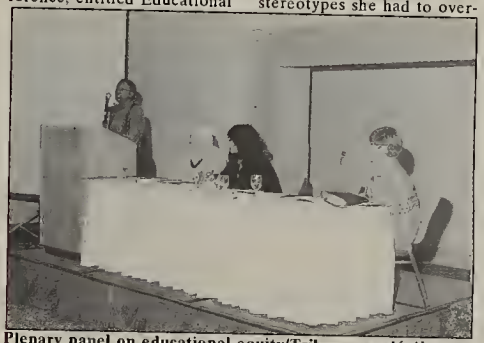
Conference examines educational/employment equity

Rosalind Riseborough

Achieving employment and educational equity in the universities are important goals, not only for historically disadvantaged groups, but for all engaged in higher education. The subtle, and not so subtle discouragements to the participation of women, women and men of aboriginal ancestry, visible minorities, and women and men with disabilities are significant barriers to excellence in higher education.

The issues of employment and educational equity were addressed from a number of perspectives at the recent CAUT Status of Women Conference, entitled Educational and Employment Equity: Necessary Partners which was held Oct. 16 and 17 in Halifax. The conference was attended by 137 people. The participants found it very informative and thought-provoking, and welcomed the opportunity to work toward developing solutions and strategies with direct relevance to the academic community.

To set the background of the conference, the proceedings opened with a description of the personal experiences of Dianne Pothier and of Patti Doyle. Dianne Pothier is a law professor at Dalhousie University. She is almost blind. She described the barriers and stereotypes she had to overcome in order to complete her law degree and to break in to the profession. Patti Doyle is a Micmac student in the Dalhousie University Law School. She conveyed her struggles in dealing with silent racism and the stereotypes she, too, had to deal with.



Plenary panel on educational equity/Tribune en plénière sur l'équité en matière d'éducation: (l to r/g à d): Joanne St. Lewis, Dianne Pothier, Patti Doyle, Marilyn Taylor.

In the plenary address, entitled Educational Equity: assimilation, acculturation or transformation, Joanne St. Lewis, Executive Director of the Legal and Education Action Fund for women (LEAF), brought into question the way the university is currently structured. She argued that the university must be transformed to fit into the community to allow room for all perspectives to be heard. She urged that there he a new construction of the university that underlines the importance of who teaches and who controls the institution.

The conference delegates were invited to participate in a number of concurrent working sessions aimed at developing solutions and strategies for breaking the harriers to achieving an equitable university work and learning place.

In order to keep participants informed about the thoughts emerging from these concurrent sessions, the CAUT Status of Women Committee introduced a conference newsletter, *Equisaurus* (so named to honour the memory of Professor Sarah Shorten, former President of CAUT, champion of women's rights, and inventor of the group *dinosaurus academicus*, subvarieties of the species Homo academicus; Sarah J. Shorten, *Task Force on Bias-Free Communication*, 1990.)

In addition to analyzing the broad picture of employment and educational equity, the conference allowed participants to focus on issues specific to certain disciplines.

Sessions were organized to study the issues and impediments prevalent in women's and feminist studies on the one hand, and on the other, to examine the curricula used in the maths and sciences. The former session recommended that women's studies be treated as central to undergraduate education. The latter session concluded that women's interests and interpretations of the world must be given a place in the scientific disciplines.

The principle of academic freedom is thought to be essential for supporting diversity and inclusivity in the university community. The CAUT Status of Women Committee is formulating an information paper on this topic and a working session was arranged for discussing and analyzing this issue.

Two other sessions reviewed life for women in traditionally male professions and life for women in traditionally female professions. In these workshops lack of role models, mentors and networks, harassment and stereotypical views were among the issues discussed.

One of the major events of the conference was a luncheon to honour the recipient of the Sarah Shorten Award, Helen Breslauer, Senior Researcher at OCUFA. In her address, Dr. Breslauer spoke about the work already done towards the achievement of employment equity and about the efforts required to tackle educational equity. She underlined, as Sarah Shorten bad done, the importance of re-evaluating traditional views and structures and, if necessary, transforming them to reflect a new perspective.

Discussion is ongoing. Even *dinosaurus academicus* can evolve towards equity in the academy.

It has not been possible to summarize all of the debate and important recommendations arising from the conference. Anyone wishing a more detailed report of the proceedings of the CAUT SWC Conference, or copies of *Equisaurus*, sbould contact Rosalind Riseborough at CAUT.

(Rosalind Riseborough is Director of Office and Systems Administration at CAUT).

Conférence sur l'équité en matière d'emploi et d'éducation

Conference delegates participate in working sessions aimed at developing solutions and strategies for breaking the barriers to achieving an equitable university work and learning place

Les personnes présentes à la conférence participent à plusieurs sánces de travail simultanés afin d'laborer des solutions et des stratégies qui permettront de lever les obstacles et de faire de l'universitéun lieu de travail et d'apprentissage équitable.

Rosalind Riseborough

L'équité en matière d'emploi et d'éducation au sein des universités constitue un objectif important, non seulement pour les groupes qui, depuis toujours, sont défavorisés, mais aussi pour tous les intervenants du domaine de l'enseignement supérieur. Les mesures plus ou moins discrètes visant à décourager la participation des femmes, des personnes d'ascendance autochtone, des minorités visibles et des personnes souffrant de handicaps sont des entraves importantes à l'excellence de l'enseignement supérieur.

Les 16 et 17 octobre derniers, le Comité du statut de la femme de l'ACPU a tenu à Halifax une conférence intitulée «L'équité en matière d'éducation et d'emploi : deux moitiés d'un tout». Divers aspects de l'équité en matière d'emploi et d'éducation y ont été abordés. Les participants, au nombre de 137, ont trouvé que la conférence était très instructive et donnait matière à réflexion; ils se sont dit enchantés de pouvoir travailler à l'élahoration de solutions et de stratégies touchant directement le monde de l'enseignement.

Afin de rappeler les faits justifiant la conférence, Dianne Pothier et Patti Doyle ont raconté leur expérience. Dianne Pothier, professeur de droit à l'université Dalhousie, est presque aveugle. Elle a décrit les obstacles et les stéréotypes qu'elle a dû surmonter afin de pouvoir obtenir son diplôme et se tailler une place dans la profession. Quant à Patti Doyle, étudiante micmac à l'école de droit de cette même université, elle a raconté sa lutte contre le racisme silencieux et les stéréotypes qu'elle a dû, elle aussi, affronter.

Dans une allocution intitulée «L'équité en matière d'éducation : l'assimilation, l'acculturation ou la transformation», présentée lors de la séance plénière, Joanne St. Lewis, directrice du Fonds d'information et d'intervention juridique pour les femmes, a remis en question la structure actuelle de l'université. Elle a indiqué que celle-ci devait être modifiée afin de pouvoir s'intégrer à la collectivité, pour que tous les points de vue puissent être entendus. Elle a insisté sur une nouvelle structure universitaire qui souligne l'importance du professeur et du directeur de l'établissement.

Les personnes présentes à la conférence ont été invitées à participer à plusieurs séances de travail simultanées afin d'élaborer des solutions et des stratégies qui permettront de lever les obstacles et de faire de l'université un lieu de travail et d'apprentissage équitable. Afin de faire connaître aux participants les idées mises de l'avant dans le cadre de ces séances, le Comité du statut de la femme de l'ACPU a rédigé *Equisaurus*, bulletin qui offre un compte rendu de la conférence — le bulletin a été baptisé ainsi en honneur de Mme Sarah Shorten, ancienne présidente de l'ACPU, défenderesse des droits de la femme et fondatrice du groupe *dinosaurus academicus*, une sous-espèce de l'*Homo academicus* (Sarah J. Shorten, *Task Force on Bias-Free Communication*, 1990).

En plus d'analyser le vaste sujet de l'équité en matière d'emploi et d'éducation, les participants ont pu se pencher sur des questions propres à certaines disciplines.

En effet, dans le cadre de certaines séances elles et ils ont pu, d'une part, étudier les questions et les obstacles qui reviennent souvent dans les études de la femme et de la condition féminine, et, d'autre part, se pencher sur les programmes mathématiques et scientifiques. Au cours de la première séance, on a recommandé de traiter les études de la femme comme un élément central de l'enseignement universitaire. Dans le cadre de la seconde, on a conclu que les disciplines scientifiques devraient tenir compte des intérêts des femmes et de leurs interprétations du monde.

Le principe de liherté universitaire est jugé indispensable pour assurer la diversité et l'ouverture du monde universitaire. Le Comité du statut de la femme de l'ACPU, qui prépare actuellement un document d'information sur le sujet, a également organisé une séance de travail afin de discuter du sujet et de l'analyser.

Deux autres séances ont permis d'étudier la vie des femmes exerçant des professions traditionnellement réservées aux hommes et la vie des femmes exerçant des professions depuis toujours réservées aux femmes. On a notamment discuté de l'absence de modèles de comportement, de mentors et de réseaux, ainsi que du harcèlement et des points de vue stéréotypés.

L'un des événements marquants de la conférence a été le dîner en l'honneur de la lauréate du Prix Sarah Shorten, Helen Breslauer, de l'Union des associations des professeurs des universités de l'Ontario (OCUFA). Dans son allocution, Mme Breslauer a parlé du travail déjà ahattu afin d'assurer l'équité en matière d'emploi et des efforts à déployer pour instaurer l'équité en matière d'éducation. Elle a souligné, comme Sarah Shorten l'avait fait, qu'il était important de réévaluer les opinions et les structures traditionnelles et, au besoin, de les modifier afin qu'elles reflètent les nouveaux points de vue.

Les discussions se poursuivent. Même les *dinosaurus academicus* peuvent évoluer et accepter l'équité au sein du corps professoral.

Il a été impossihle de résumer tout le déhat et les recommandations importantes formulées dans le cadre de la conférence. Pour obtenir un rapport plus détaillé des débats de la Conférence du Comité du statut de la femme de l'ACPU ou pour obtenir copie du hulletin *Equisaurus*, veuillez communiquer avec Rosalind-Riseborough à l'ACPU.

(Rosalind Riseborough est directrice de l'administration du bureau à l'ACPU.)

CPSE Conference

Coalition finds a common enemy in Tory policies

Glen Brown

The Tory agenda for post-secondary education may have one lasting benefit — better relationships between teachers, staff and students.

Having a common enemy — the Mulroney government's attack on education — was one of the elements that brought together delegates from across Canada last month to an historic first conference of the Coalition for Post-Secondary Education (CPSE).

Delegates found they had much in common, and much to learn from one another. "I learned a lot about other sectors, including how similar our problems are," said one delegate.

The Nov. 13-14 conference was the first major initiative of the coalition, formed in June of 1992 by provincial and federal organizations representing university and college faculty, students and support staff.

The conference explored the funding damage done to universities and colleges, the erosion of student assistance and accessibility, the relationship between labour training and post-secondary education, and the coalition potential for making a difference in the upcoming federal election.

Many conference delegates commented that education cuts are consistent with the larger Conservative strategy of developing a low-skill low-wage economy. As one delegate explained, "A Tory vision of education would be learning to ask 'you want fries with that?' and be cheerful about it."

Economic elitism and corporate control of education are being encouraged while funding is being squeezed by the federal government. "Access to higher education and the content of higher education are deliberately restricted," said one student activist.

Privatization and employer control of labour market training is also key to the Conservative agenda. "There is a scary consensus that education should be redesigned to fit the immediate and short term needs of employers," said a panellist.

Guest speakers on coalition-building challenged the coalition members to present an alternative program for post-secondary education during the next election. They suggested linking education to other social justice issues and debunking the Conservative myth that social spending is bad for the economy.

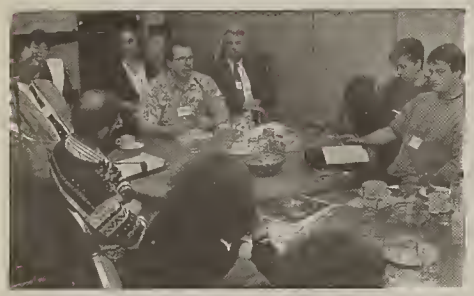
Many delegates spoke of the need to restore Established Programs Financing federal funding for health and post-secondary education to historic levels. Tory reductions and caps to EPF payments have resulted in a loss of $4.7 billion for post-secondary education since 1986.

Accessibility and equity were also frequent themes at the conference. Delegates spoke of a need for a national student grants program, reductions in user-fees, and educational equity to make educational institutions more inclusive.

The coalition's challenge — to reverse Conservative erosion of public post-secondary education — is daunting. However, if this conference was an indication, the political necessity is clear and the political unity is possible.

Coalition for Post-Secondary Education members include the Canadian Association of University Teachers, the Canadian Federation of Students, the Canadian Union of Public Employees, the National Union of Public and General Employees, the Canadian Union of Educational Workers, the Confederation of Ontario University Staff Associations, the College Institute Educators' Association of B.C., and the Alberta College Institute Faculties Association.

(Glen Brown is the Communications Officer for the Ontario Confederation of University Faculty Associations.)



Conference participants debate the issues during an informal small group discussion.

Discussion informelle qui permet à des participants d'échanger leurs idées sur les questions actuelles.

York University Professor Lorna Erwin (right) discusses postsecondary education accessibility with delegates.

La professeure Lorna Erwin, de l'université York, (à droite) discute de l'accessibilité à l'enseignement postsecondaire avec des délégués.

CEPS

L'ennemi commun de la Coalition, ce sont les politiques des conservateurs

Glen Brown

Le programme des Conservateurs en matière d'enseignement postsecondaire peut receler tout de même un avantage à long terme : de meilleures relations entre professeurs, personnel et étudiants.

La présence d'un ennemi commun — le gouvernement Mulroney et ses attaques contre l'enseignement — a été l'un des éléments qui ont rassemblé les délégués de tous les coins du Canada le mois dernier venus assister au premier colloque historique de la Coalition pour l'enseignement postsecondaire (CEPS).

Les délégués ont découvert qu'ils avaient bien des choses en commun et beaucoup à apprendre l'un de l'autre. «J'ai appris des tas de choses sur d'autres secteurs, y compris combien semblables sont nos difficultés», selon l'un des délégués.

Tenu du 13 au 15 novembre, le Colloque a été la première initiative majeure de la Coalition, formée en juin dernier par des organismes provinciaux et fédéraux représentant des professeurs, des étudiants et du personnel de soutien des universités.

Le colloque a examiné les pertes subies par les universités et collèges dans leur financement, la diminution de l'accessibilité et de l'aide accordée aux étudiants, les rapports entre formation de la main-d'oeuvre et enseignement postsecondaire et le potentiel que la Coalition représente comme agent de changements dans l'élection fédérale prochaine.

De nombreux délégués ont indiqué que les coupures dans les budgets de l'éducation sont conformes à la stratégie plus large des conservateurs de soutenir une économie caractérisée par une main-d'oeuvre non spécialisée et bon marché. L'un des délégués expliquait la situation en ces termes : «C'est comme si la vision Tory en matière d'éducation se résumait à apprendre à demander : «Des frites avec ça?» et à en être tout content.»

L'élitisme économique et la mainmise des entreprises sur l'enseignement sont encouragés tandis que le financement est réduit par le gouvernement fédéral. «L'accès à l'enseignement supérieur et son contenu sont délibérément restreints,» a noté l'un des activistes du mouvement étudiant.

La privatisation et la mainmise patronale sur le marché de la formation professionnelle constitue aussi une clé du programme des Conservateurs. «On se trouve devant un consensus un peu effrayant selon lequel l'enseignement devrait être réaménagé pour répondre aux besoins immédiats et à court terme des employeurs, selon un membre de la table ronde.

Les conférenciers invités ont mis les membres de la Coalition au défi de présenter un programme de rechange en matière d'enseignement postsecondaire aux élections qui viennent. Ils ont proposé de relier l'enseignement à d'autres enjeux de justice sociale et de démolir le mythe conservateur selon lequel les dépenses au chapitre des programme sociaux sont pernicieuses pour l'économie.

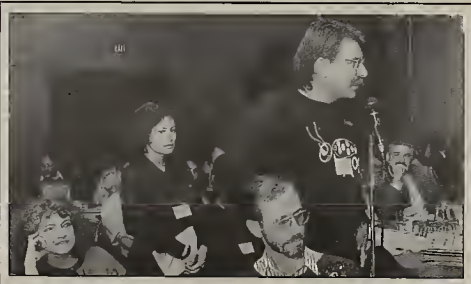
De nombreux délégués ont traité de la nécessité de rétablir le financement des programmes établis de source fédérale au titre de l'assurance-maladie et de l'enseignement postsecondaire aux niveaux atteints précédemment. En ce qui concerne l'enseignement postsecondaire, les réductions et les plafonds imposés par les Conservateurs aux FPE représentent une perte de 4,7 milliards de $ depuis 1986.

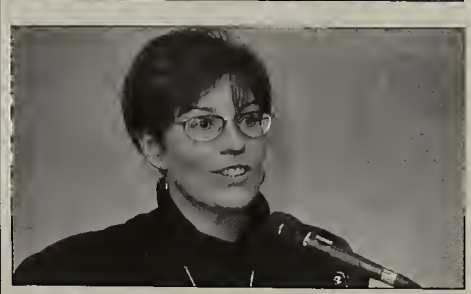
L'accessibilité et l'équité ont été également des thèmes fréquents au cours du Colloque. Des délégués ont mentionné l'urgence d'établir un programme national d'allocations destinées aux étudiants, de réduire les frais d'utilisation et d'aboutir à l'équité en matière d'éducation pour rendre les établissements éducatifs plus accueillants.

Le but de la Coalition — renverser le mouvement d'érosion imprimé par les Conservateurs à l'enseignement postsecondaire — est intimidant. Toutefois, si le Colloque peut en donner idée, la nécessité politique est claire et l'unité politique est possible.

La Coalition pour l'enseignement postsecondaire est formée de l'Association canadienne des professeurs d'université, de la Fédération canadienne des étudiantes, du Syndicat canadien de la fonction publique, du Syndicat national des employées et employés généraux du secteur public, du Syndicat canadien des travailleuses et travailleurs en éducation, de la Confederation of Ontario University Staff Associations, du College Institute Educators' Association of B.C., de l'Alberta College Institute Faculties Association.

Glen Brown occupe le poste de Communications Officer auprès de la Ontario Confederation of University Faculty Associations.





Canadian Union of Public Employees representative Glen Makahonuk and Canadian Federation of Students researcher Caryn Duncan address delegates at the Coalition for post-secondary education conference.

Glen Makahonuk, représentant le Syndicat canadien de la fonction publique, et Caryn Duncan, recherchiste auprès de la Fédération canadienne des étudiant-e-s, présentent leurs exposés devant les délégués lors de la conféence de la Coalition pour l'enseignement postsecondairs.

Tim Stutt

FROM THE HILL

Prosperity group sees cooperation as key to success

As the key component in the federal government's prosperity initiative, an advisory committee urges cooperation among all Canadians to ensure the nation remains prosperous.

A "strategy and action plan" containing 54 recommendations was released, Oct. 29, by the 20-member, volunteer Steering Group on Prosperity. The committee, co-chaired by Hudson Institute Executive Director Marie-Josée Drouin and Xerox Canada Chairman David McCamus, made recommendations on economic competitiveness, education system reform and creating a more inclusive society.

Among the main competitiveness recommendations found in *Inventing Our Future: An Action Plan for Canada's Prosperity*, are: a review of federal and provincial taxation, spending and regulation; restructuring or reduction of government departments; encouragement of small business and exports growth; the creation of a high-speed, broad-band electronic "information highway"; a Centre of Excellence for Sustainable Development; and a comprehensive, national approach to worker adjustment.

On education, the committee's chief recommendations include: evaluating students on the basis of knowledge and skills acquired, stronger links between schools and the workplace, 30 per cent more computers in schools each year, and employer-led training equal to two per cent of working time.

The action plan also makes proposals for building a more representative workforce, improving opportunities for native peoples and enterprises, redesigning income security programs, and strengthening community development.

To promote implementation of their plan the Steering Group calls for the establishment of a Prosperity Council, an independent non-partisan agency composed of representatives of business, labour, education, consumers, the voluntary sector and social policy groups. The council would in turn create a Canadian Forum on Learning to guide the transformation of education and training systems, and to work closely with a proposed National Quality Institute.

Education, R&D, and Prosperity

A week after the publication of *Inventing Our Future*, the Task Force on Challenges in Science, Technology and Related Skills released its summary and background reports during a symposium organized by the Canadian Federation of Associations for Science and Technology (FAST) in Ottawa.

This 20-member task force was established at the request of the Prosperity Initiative's steering group to "develop a framework for action outlining how Canada can best benefit from science, technology, and engineering." The task force was co-chaired by Janet Halliwell, chair of the Nova Scotia Council on Higher Education, and BioChem Pharma President Francesco Bell.

The work of the task force served as a basis for the general recommendations on research and education found in *Inventing Our Future*. Its proposals dealt with the themes of education and job training, financing technology, globalization, technological innovation, research infrastructure, and sustainable development.

Among the proposals made by the task force are several that deal directly with universities:

— the launching of a Canadian Education Council to "promote radical improvements in education at all levels of the education system from early childhood learning through elementary, secondary and post-secondary education";

— the provision of "skills related to the workplace and broad interdisciplinary exposure" through education and training in universities, colleges and technical institutes;

— the enhancement of opportunities for women to be included in science and mathematics from early childhood education through to post-secondary and apprenticeship learning;

— the participation of Canadian researchers, students and teaching staff in international research and education opportunities;

— the re-examination of the missions, the establishment of clearer goals, and the improvement of resource mobilization, allocation and management by universities, colleges and technical institutes;

— the consideration of complementarity between the program offerings of universities and colleges and of "greater differentiation between the roles and missions of each institution";

— the review of post-secondary education funding that results in a "clearer definition of goals and outcomes and increased accountability"; and

— the promotion of a "paradigm shift to sustainability as an overarching environmental, economic, social and cultural ethic" through education and training.

Opposition Party Reaction

The opposition parties immediately attacked *Inventing Our Future*, saying that many of its recommendations are old and that it lacks any solutions for Canada's immediate economic crisis.

It's not adequate to present a long-range prescription for economic renewal as the answer to current levels of unemployment and industrial decline, said the Liberal Party's Herb Gray.

"I don't think it is being negative in saying that it is time for urgent action by the government to please get Canadians back to work," Gray said in an Oct. 30 *Globe and Mail* article. The report "simply doesn't deal with a quick start for the economy."

Steven Langdon, the New Democratic Party's finance critic, stated in an Oct. 30 *Ottawa Citizen* article that "there are some good ideas but on balance it is not a very practical document because the group has not told us how to finance many of their recommendations."

Other commentators took a more sanguine approach to the committee's report, while sharing the politicians' concerns about practicality.

"The education issues are the best in the report because that's critical to Canada's economic future," Leonard Lee told the *Ottawa Citizen*. However, the president of Ottawa-based Lee Valley Tools, a retail and mail-order source of woodworking tools, also added that "they haven't been thought out on a practical level."

The steering group and science task force reports developed from the federal government's efforts two years ago to examine Canada's declining educational performance. This examination evolved into a task force on economic development and became a massive, $21 million cross-country series of hearings and advertisements for "prosperity" at the same time as the constitutional negotiations were under way.

In the weeks to come CAUT, along with other organizations such as the National Consortium of Scientific and Educational Societies, will be formulating their positions on the education and research proposals on the prosperity initiative reports.

(Tim Stutt is a Government Relations Officer at CAUT.)

ministre

suite de la page 7

persistera au cours de la prochaine décennie tandis que le financement restera limité.

Lors de l'inauguration officielle du comité, M. Richard Allen, ministre responsable des collèges et universités, a déclaré : «Un nouveau modèle d'enseignement postsecondaire est un objectif méritant tous nos efforts. Dans un contexte de contraintes budgétaires, il nous force à réétudier les engagements existants, à réaménager les priorités et les affectations afin de profiter de l'élan qui existe déjà et d'améliorer les ressources disponibles en vue de cette tâche.»

Certains des objectifs du gouvernement qui sont soulignés dans les paramètres sont : l'accessibilité, la diversité culturelle des étudiants inscrits, la création de nouvelles connaissances dans les universités, la reconnaissance du rôle des organismes de régie et de consultation, les possibilités de formation afin d'accroître la mobilité, la représentativité des structures de direction, la responsabilité et l'utilisation novatrice des ressources publiques en période de contraintes financières.

M. Saul Ross, président de la Ontario Confederation of University Faculty Associations (OCUFA) a indiqué que son association «désire vivement participer à ces discussions historiques. [...] Le comité de restructuration nous donne la possibilité d'élaborer une vision de l'enseignement post-secondaire. Les politiques fiscales peuvent alors être formulées par le programme universitaire, au lieu que ce soit l'inverse qui se produise.»

En Ontario, 70 projets reçoivent des fonds de transition

Le gouvernement de l'Ontario a fourni 22 millions de $ de fonds de transition à soixante-dix projets universitaires. Ces projets ont été sélectionnés parmi les cent cinquante-deux propositions élaborées plus tôt cette année dans un concours lancé à l'échelle de la province. De ces projets, cinquante-trois sont intra-universitaires, neuf sont inter-universitaires et cinq regroupent des collèges et des universités; deux constituent des projets à l'échelle systémique et une subvention a été accordée au Ontario College of Art.

Les deux subventions les plus importantes sont : celle accordée à l'université de Toronto (3,54 millions de $ pour le renouvellement des programmes, l'égalisation du régime de rentes, la retraite anticipée volontaire, le recyclage des rebuts, la cogénération électrique et la gestion énergétique) et à l'université York (2,46 millions de $ pour la restructuration des programmes, l'aide à un programme d'éducation de la petite enfance, le perfectionnement des mécanismes de transferts des unités de cours entre York et Seneca College, la création d'un réseau de télévision éducative franco-ontarien, la retraite anticipée améliorée et la restructuration administrative ainsi que le recyclage informatique).

(J. Mark Langdon est candidat au doctorat au département de sciences politiques à l'université Queen's. Il étude la politique canadienne et l'administration publique, sous l'angle particulier de la couverture médiatique.)

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Mazankowski

suite de la page 1

Bien que tant le Comité Beaudoin-Dobbie que les premiers ministres aient été intéressés par le concept des contrats quinquennaux, ils ne devaient les imposer qu'aux nouveaux programmes ou au Régime d'assistance publique du Canada.

La Saskatchewan et l'Ontario ont pris les devants et défendu le FPE, mais Ottawa s'est simplement récusée et les autres provinces n'étaient pas disposées à croiser le fer à ce sujet. L'enseignement postsecondaire a été inclus dans le programme social à Charlottetown, mais la disposition manquait de force. Les premiers ministres ont toutefois convenu, ce qui peut être plus important, d'enlever le débat sur les FPE de la table des ministres des Finances, où il avait langui depuis de nombreuses années, pour le déposer sur la leur.

Avant même la tenue des référendums en Octobre, le président de l'ACPU, M. Alan Andrews, a écrit au premier ministre du Canada et à ses homologues provinciaux, en leur signalant que le FPE demeurait une difficulté dont ils auraient à s'occuper quelle que soit l'issue du vote et les engageant à remettre la question à l'ordre du jour de leur prochaine réunion. Il semblait à ce moment-là qu'un sommet économique se profilait à l'horizon, mais le premier ministre s'y est opposé.

L'ACPU a également porté le message aux ministres de diverses provinces. À la demande des associations de professeurs de la Saskatchewan, l'ACPU a participé à une audience de la Commission Johnson, qui étudie l'enseignement postsecondaire en Saskatchewan, et l'a poussée à faire du FPE une partie importante de ses recommandations au gouvernement de la Saskatchewan. Le président de notre association, de concert avec la Manitoba Organization of Faculty Associations, a apporté le même message ce mois-ci à la Commission Roblin du Manitoba, qui étudie le système universitaire dans cette dernière province.

Les coupures infligées au FPE par le gouvernement fédéral ont également été parmi les questions les plus brûlantes au cours de la conférence tenue en novembre par la Coalition pour l'enseignement postsecondaire créée récemment (voir p. 13) Les conséquences des réductions fédérales se sont trouvées au coeur des discussions tout au long des deux jours de réunions. La Coalition étudie actuellement les moyens de rendre cette question plus accessible au grand public.

(Donald C. Savage est directeur général de l'ACPU.)

TRIBUNE LIBRE / COMMENTARY

Maclean's report stirs hardly a ripple

Max von Zur-Muehlen

La revue Macleans's a publié son deuxième rapport spécial sur les universités canadiennes début novembre. L'article présente le système d'enseignement postsecondaire comme étant accablé par les restrictions budgétaires dont il souffre.

Le classement se fonde sur un certain nombre de critères : la question est de savoir si ceux-ci permettent réellement de mesurer la qualité d'une université et son excellence. De grandes réserves ont accueilli les résultats.

La plupart des université francophones du Québec et plusieurs de celles des provinces des prairies ont porté des critiques très sérieuses quant à la valeur du rapport car, disent-elles, les critères de classement ont été élaborés à partir de la perspective du centre du Canada sans tenir compte de la spécificité de leurs établissements et de la mission distincte dont elles sont investies.

Dans une période où les universités du Canada doivent élargir le champ de leurs activités avec des moyens sans cesse plus réduits, Maclean's devrait redéployer ses efforts et publier des articles informatifs et non simplistes et trompeurs dans ses numéros spéciaux sur les universités.

On Novemher 2, 1992, Maclean's puhlished its second annual university ranking entitled: "The Universities — Measuring Excellence". This 54 page Special Report, with 40 pages of advertisements, consists of 20 different articles with 43 pictures and numerous graphic presentations as well as thumhnail sketches of the 45 ranked universities.

In the editorial introduction, it is stated "that the post-secondary educational system is in a crisis far more profound than millions of Canadian realize. It is, indeed, a system under severe siege." Maclean's repeatedly identified underfunding of universities as the key factor. It also deserves to he congratulated for having addressed significant university issues for a second year in a major report.

However, unlike the 1991 edition, the demand for the 1992 Special University Report was helow expectations. Although, as suggested by the November 16 edition, "... record 100,000 (additional) copies had heen delivered to newsstands, where the special issue is to remain on sale for a month," according to available records, many newsstands followed normal procedures and returned unsold copies to their distributors. With limited shelf space they cannot have two issues of Maclean's simultaneously available.

Other than a press statement by Maclean's on Sunday evening and reported on Monday (November 2) in the media, there was limited continued press coverage with few follow-up stories and letters to the editors. It appears that, with few exceptions, this Special Report with its new and different university ranking did not generate the same kind of interest and controversy as was the case in 1991, and this has had an impact on newsstand sales, and the promotional efforts of Maclean's. Strangely, in spite of this, Maclean's puhlished, in its November 16 issue, an education article with a headline: "A campus fire storm — Maclean's new ranking ignites a controversy."

Nevertheless, it is desirahle to review the 1992 Maclean's Second Annual University Report and draw some conclusions for the future. This review will consist of two parts. The first section will deal with an overall review of the 1992 Special University Report followed by a discussion of the university ranking, hased on 22 criteria from class size to alumni support, and classified in three categories: 15 Medical/Doctoral Universities, 12 Comprehensive Universities and 18 primarily Undergraduate Universities.

The most contentious article is identified on Maclean's cover page with the sub-title: "The Concordia Shootings: An Exclusive Behind The Scenes Report," where Maclean's alleges that: (it) "has uncovered evidence pointing strongly to major academic irregularities in the (engineering) faculty." Although some anecdotal evidence is presented, a national magazine has to be aware that Concordia University cannot respond to the tragedy at a time when these issues are pending before the courts. It is also of questionable taste and judgement for Maclean's to identify hy name the companion of a rector as a common-law wife. What does this private matter have to do with the content of the article?

The reliance on anecdotal evidence is also suhject to douht when generalized conclusions are derived, such as the suggestion, hased on individual stories and where no statistical information is provided, that an increasing numher of Canadians are studying at the undergraduate level at prestigious U.S. colleges and universities.

The second suh-title of the cover page is entitled "From Sex to Studies: A National Poll on Campus Life." It is reassuring for university faculty to learn that 83 per cent of university students rated "teaching" as either excellent or good, contrary to some experts. This percentage is derived from a Maclean's/Decima national poll of 500 university students involving less than one percent of full-time student population; and it is not clear if the sexual behaviour questions refer to single and/or married undergraduate and/or graduate students, and to what extent this survey is representative for each region of the country.

A serious allegation has heen raised by most of the French language universities of Quebec and many universities of the Prairie provinces. They claim that the articles and the criteria of ranking were derived from the perspective of central Canada, and that uniqueness of their institutions with their distinct missions and roles were not adequately presented, whereas certain centrally located universities were repeatedly singled out for attention. Apparently this has had an overall impact on the composite ranking. The readers might wish to draw their own conclusions.

The treatment of the Université du Québec is particularly misleading, where the network of 11 institutions are lumped together into one category although students apply to six distinct campuses. Since the Université du Québec was not in a position to provide data for its individual constituencies, and presented aggregate data for the institution as a whole, it was placed — hy definition — at the hottom of 11 of the 22 criteria used; and therefore was ranked lowest in the comprehensive university category. The same unusual and unfair methodology was employed for those universities which were unahle to provide information for certain data series. Maclean's assigned them the lowest reported score in each category.

The following discussion will deal with the Maclean's ranking exercise which has been perceived, again this year, as the most debatable issue. It is of interest to recall the reservations which were expressed about the 1991 university ranking where 46 undergraduate Arts and Science programs were rated.

Maclean's acknowledged motive (to "hoost" sales) hecame contentious when the 1991 ranking was, as admitted by the magazine, flawed, and the data could not be independently verified and validated through other sources of information. The rationale for the methodology and for weighting of the 12 measurements used has never been made public, and no correlational analysis was undertaken even after the ranking was released and challenged. In spite of these serious acknowledged limitations and lack of credibility of the ranking, Maclean's had heavily promoted this 1991 special university issue during the last 12 months as a marketing tool.

The November 1992 ranking does also not provide any indication about the methodology employed and the selection of the 22 criteria as well as the relative weights for each of the criteria used. As with the 1991 version, the 1992 questionnaire does not provide an adequate answer on what is supposed to he measured. Maclean's original intention to inform potential students and parents about undergraduate Arts and Science programs is of doubtful and limited value when the 1992 edition addresses only the ranking of the institution as whole and not specific programs of study, which could vary considerahly in quality among the 45 universities. This might partially explain the decrease in demand for the 1992 Maclean's University Report, and the questions raised about the quality of the data used.

The 1992 Maclean's Special University Report is entitled "Measuring Excellence" — does the composite ranking measure the quality of a university and its excellence? Serious reservations have been expressed about the feasibility of measuring the quality of a university through criteria where the weights are arbitrarily determined and a composite ranking only is provided.

Although Maclean's has widely consulted many constituencies after its 1991 pioneering venture, the research design and the development of the survey instruments have remained at an embryonic stage. Canada's universities should not serve annually as a lahoratory for a national magazine to experiment and learn how to develop a questionnaire and how to conduct a survey. It would also he preferahle if the data were collected, standardized, and verified hy independent organization(s) whose expertise includes research design.

In conclusion, for the second year in a row, Maclean's has published the ranking of Canadian universities hy relying on input indicators or measurements and arhitrarily assigning certain weights to each of these 22 selected criteria.

As already noted, no information was provided on the ranking methodology and the quality of some of the information is questionable. It is of interest to note that Statistics Canada series were not used, and a considerahle response hurden was placed on each university, at a substantial cost. The ranking of universities raises some ethical questions, both for national magazines as well as for the participating universities. Although Maclean's maintained that there is an "explosive need" for this type of ranking and comparative information, the reaction to the 1992 Special Report does not confirm this assumption. Many consider the ranking exercise as a self-serving sales gimmick.

Canada's universities have remained somewhat ambivalent ahout university ranking hy third parties. Those universities which were highly ranked and/or had benefitted from the criteria and measurements selected by Maclean's welcomed the 1991 and 1992 rankings, whereas others with an open admission policy and low operating costs were at a disadvantage and were stigmatized hy the ranking. Also, the Reputational Survey and its ranking has heen challenged hy many as misleading and hiased.

One of the considerahle henefits of the Maclean's initiative is the commitment of universities to collect data series which were previously not available, and the recognition that various constituencies of universities need more and better information. It is hoped that the universities themselves, with the help of national organizations and agencies, would undertake comparative evaluation studies.

In a decade where Canada's universities are being forced to do more with less, Maclean's efforts need to be redirected from simplistic and misleading ranking to the type of informative articles which form part of the special 1991 and 1992 university issues.

The magazine heading state: "Maclean's goes back to school and ranks Canadian universities." Unfortunately, though there were some improvements, especially in ranking the 45 universities in three appropriate categories, it still deserves a failing grade, as it provides a disservice to many Canadian universities, and apparently the potential consumers have discounted the utility of this type of university ranking.

The Canadian Journal of Higher Education will publish a comprehensive analysis of Maclean's university rankings early in 1993.

(Dr. Max von Zur-Muehlen is adjunct professor at the University of Ottawa's Faculty of Administration.)

The views expressed are solely those of the author and not of CAUT or Statistics Canada.

Tribune libre/Commentary

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary, for the purposes of translation into the other official language. No pen names. CAUT hopes to publish one such article per issue but this depends on the quality and quantity of submissions. Please submit by E-mail (CAUT@Carleton.ca) or by diskette (word perfect 5.1).

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COMMITTEE OF INQUIRY REPORT

Inquiry into the University of Manitoba Faculty of Management

The decision to establish a Committee of Inquiry into the Faculty of Management at the University of Manitoba was taken by the governing Council of CAUT at its meeting in October of 1990. The Terms of Reference were established by the CAUT Executive Committee, as mandated by Council, and it was also determined that the Committee of Inquiry should operate as far as possible under the provisions of the Policy Statement on CAUT Investigational Procedures. In this particular instance, it was recognized that the Executive Committee would carry out the functions normally assigned to the Academic Freedom & Tenure Committee. Those appointed to conduct the Inquiry were Daniel Ish (Saskatchewan), Robert Hanrahan (Brock) and Dallas Cullen (Alberta). The Committee's Terms of Reference are included in the Report.

Introduction

This Committee of Inquiry was formed by tbe Canadian Association of University Teachers in December 1990. The mandate of the committee is:

1. to determine the reasons for the obvious discontent of the faculty at the University of Manitoba with the conduct of tbe Dean of the Faculty of Management;
2. to review the procedures used for the selection of the Dean and to consider related issues of the governance at the University of Manitoba; and
3. to provide, in confidence to the CAUT Executive and subject to the procedures as follows, a report containing information, advice and whatever recommendations the Committee of Inquiry deems appropriate.

The procedure adopted by tbe Committee initially involved a request to the University of Manitoba Faculty Association (UMFA) to provide a statement of concerns. A twelve-page statement dated April 17, 1991 was provided by UMFA. The statement of concerns was provided to Dr. Arnold Naimark, President of the University of Manitoba, Mr. David Malaber, Chairperson, Board of Governors, and Dean William Mackness, Dean of the Faculty of Management. The Committee requested a meeting with each of the foregoing individuals. Dean Mackness declined the offer of a meeting. Meetings were held with Dr. Naimark and Mr. Malaher on April 24 and 25, respectively.

Initially the President of UMFA published a notice of the Committee's meetings and issued an invitation to all members of UMFA to make presentations to the Committee. Later the Committee itself, through the offices of UMFA, circulated another invitation to all full-time members of the Faculty of Management only.

We interviewed 23 individuals on April 25 and 26, 1991. The Committee was advised that there were likely other faculty members who wished to meet with us but were not scheduled on April 25 and 26 because of time constraints. As a result, an invitation was issued to all full-time members of the Faculty of Management to meet with the committee on the occasion of a second visit to Winnipeg on May 24, 1991. During this visit four faculty members were interviewed. Also, a second meeting was held witb Dr. Naimark.

The terms of reference of the Committee are very broad indeed, as were the concerns expressed in the statement of concerns and in the interviews. These concerns seemed to fall within five categories:

1. concerns about the contents of a letter dated January 30, 1989 written by Dean William Mackness to his predecessor, former Dean R.G. Grandpre; this letter will be referred to as *the letter* in this report;
2. related to the letter, but distinct from it, concerns or allegations of Dean Mackness's discriminatory treatment of faculty members because of their country of origin or their age;
3. concerns about Dean Mackness's decisions, and tbose of the Faculty of Management generally, with respect to the Faculty Development Plan and specifically with respect to the Department of Actuarial and Management Sciences;
4. concerns about Dean Mackness's management style including his commitment to collegiality and his views with respect to participation by faculty members in decision making; and
5. concerns about procedures used for the selection of Dean Mackness.

The Committee saw its mandate primarily as one of fact finding; however, tbe procedure available to us was somewhat less than ideal for sucb a purpose because of a number of factors. The Committee was not recognized formally by the University thus it had no power to require members of the university community to appear before it. Dean Mackness, for instance, refused to be interviewed by the Committee on the grounds that it was contrary to advice he had received from legal counsel. Further, the fact that the Committee was struck by the CAUT upon the motion of the University of Manitoba Faculty Association and the fact that the Committee had to rely on UMFA for logistical support engendered a certain amount of suspicion and distrust among certain people. Although we made every effort to establish a procedure tbat assured our objectivity and commanded legitimacy, we are certain that neither was achieved in the view of several members of the University community. Had the inquiry been a joint undertaking of the University and UMFA and/or CAUT these difficulties may not have been encountered. Nevertheless we are satisfied that we conducted an independent inquiry; the Committee attempted to act in a manner to enbance its legitimacy based on the tradition of independent inquiry historically adopted by CAUT.

What follows in this report is a narrative of what the Committee perceives to have taken place between approximately January, 1989 and May 25, 1991. Based on this narrative, some observations and recommendations are made. However, the Committee had considerable difficulty in determining precisely what matters should be of concern to an organization such as CAUT as distinct from those matters presented to us which can, and should, be dealt with within tbe administrative, collegial and legal structures extant at tbe University of Manitoba. To elevate many of the stated concerns in tbe UMFA statement to the level of national interest of an organization concerned with academic freedom would not seem to be justified.

The Development Plan

On January 30, 1989 Dean William Mackness, in a letter transmitting a Faculty Development Plan to R.G. Grandpre, his predecessor, stated:

For better or worse, here is a copy of my Development Plan. I would be interested in your views. I will keep you posted on how it goes. There is a good chance the time is ripe. Moreover, if we don't do something soon, we will all retire together and leave the place to Third World mathematicians.

Not unexpectedly, when the letter was made public at an arbitration hearing in the summer of 1990, it generated considerable consternation and controversy. The letter re-opened old wounds, caused one problem and highlighted another. The last sentence, when coupled with certain parts of tbe Development Plan made public a year and a balf earlier, appeared to be aimed at particular faculty members in Actuarial and Management Science and Public Policy; areas that Dean Mackness, in the opinion of many, did not consider to be central to the direction that the Faculty of Management should be taking.

With respect to the problem highlighted, a large group of faculty within the Faculty of Management felt tbat tbe phrase "my Development Plan" was indeed an accurate description of the absence of faculty consultation during the formative stages of the plan.

On tbe day after writing the letter to Mr. Grandpre, Dean Mackness sent the Development Plan to faculty members in the Faculty of Management. In his letter to them, he stated that the Faculty Development Plan "will move tn final draft stage over the next few weeks." Again, a large number of faculty, particularly in tbose departments whose role was downplayed in the plan, felt that a few weeks was not sufficient time to have any meaningful input into the proposed development of the Faculty of Management.

In the draft plan and its executive summary, statements were made tbat caused certain segments of the faculty to be uneasy, if not threatened. For example:

The decline of the Faculty is ongoing. The decline is being driven by the combined influence of falling real resources and an aging faculty.

The faculty has only four Canadian-born business scholars bolding Canadian Ph.D.'s.

The Plan is focused directly on improving the deptb and capacity of the Faculty in the four high-demand mainline business disciplines — Finance, Marketing, Management and Accounting.

Resource constraints over the years have greatly increased reliance of tbe Faculty of Management on foreign-trained and non-business trained faculty as compared with other Canadian schools.

However, there is potential for some considerable savings and efficiency through the elimination of low-demand courses and patterns ... In tbe main, low enrolment courses and patterns serve the specialized academic or research interests of senior faculty.

These statements tie together a number of matters including the proposal to put resources, which are described as scarce, into the "mainline" areas (Finance, Management, Marketing and Accounting), the aging of the faculty and the reliance on foreign-trained academics in the other subject areas.

After substantial consultation with students, the business community, and all levels of administration and faculty, the final version of the Faculty Development Plan was distributed in Marcb, 1989. Most of the statements quoted above were eitber softened, developed more fully and explained, or removed entirely. For example, "aging faculty" was replaced by "maturing faculty" and "reliance on foreign-trained non-business faculty" was replaced by "Weaknesses in faculty composition." The final version of the plan explains how the present faculty composition came about and expounded the need to hire younger management-trained faculty if the academic goals of the Plan (i.e., to become a leading Canadian business school offering a Ph.D. program) were to be achieved. In short, much of the content of the draft Plan found to be objectionable by many faculty members was no longer tbere.

While objectionable phrasing and terminology had been removed, one other source of cnncern about the faculty Development Plan remained and still persists. This was the way in whicb the growth of the Faculty was to be financed: througb donations from the business community, special grants from tbe government, and a tuition fee surcbarge to be paid by tbe students in tbe faculty. Since this was not the norm, there was considerable concern both inside and outside the Faculty about the Faculty's ability to maintain its academic independence and orientation. Part of the rush to approve the Plan was to meet the time constraints that resulted from seeking these outside sources of funds.

The completed Faculty Development Plan was sent to all members of the Faculty of Management Council on March 23, 1989, and a special meeting of Council to discuss the Plan was called for April 3rd. The reason given for the short time period was that the Provincial Cabinet would be considering the Plan on April 5th. On May 18tb, in the speech from the Throne to the Manitoba Legislature the following was announced:

My Ministers will also provide additional support for the growing capabilities of the Faculty of Management at the University of Manitoba ...

The plan was sent by Senate without endorsement for Board approval on September 6, 1989.

While the success of Dean Mackness in having the Plan moved througb the political process so quickly must be admired, his haste caused great concern among those faculty who, because of the draft Plan, felt tbeir positions to be in jeopardy.

It is our view that if the letter to Mr. Grandpre had not been sent, stolen or made public, if the draft version of the Plan had been worded in much the same manner as the final version, and if the Faculty had not been rushed into final approval to accommodate a political schedule, very little of the uproar that has taken place would have occurred. The Plan deals with the problems faced by the Faculty of Management and suggests a narrower focus. This cannot help but be unsettling for faculty members in those departments to be downsized or phased out.

In addition to the turmoil over the Development Plan and faculty restructuring, there was a series of decisions about faculty members that further exacerbated the situation. In May 1988, Professor Yash Gupta, Head of the Department of Actuarial and Management Sciences, resigned after Dean Mackness denied his request for a two-year leave of absence to accept an endowed chair at an American university. The Dean's stated reason for the denial was that a senior faculty position and headship could not be left vacant for two years. However, the headship had not been filled at the time of our visits, and, since May of 1990, the Acting Head has been an associate dean who is not from the department. Given this, tbe Dean's reason for rejecting Professor Gupta's leave could have been perceived as insincere or untrue, particularly given bis later attempts to dissolve the department. In addition, members of the department could well be concerned about the scholarly leadersbip tbe department can and will be given.

Early in 1989, Professor

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George Charles died unexpectedly, soon after sick leave and early retirement had been arranged for him. Professor Charles' teaching had been the cause of legitimate concern, and the Dean's Office had arranged for a special distribution of his teaching evaluations after he had failed to do so at the end of the previous term (the last term in which he was to teach). Shortly before this time UMFA filed a policy grievance alleging that the academic freedom of a faculty member, Professor Vedanand, had been violated. The discussion of the Development Plan began in what was most likely a time of emotional upset for many faculty members.

During the spring and summer of 1990, three other older professors, Alan Kear, Henk Boom and Walter Willborn were relieved of teaching duties because of perceived poor performance in the classroom. As a result grievances were filed; in addition a lawsuit was launched by Professor Boom against the University and Dean Mackness. Of those faculty members who complained to us about the Dean's actions in these cases, some felt that the actions were unjustified, while others felt that they were justified but procedurally unfair, in that the way the decisions were carried out meant that senior faculty members who had contributed to the faculty were being stripped of their dignity and self-respect. At the same time, new faculty members were arriving, and the faculty was also adjusting to this change.

The policy grievance filed by UMFA with respect to Professor Vedanand was dismissed by an arbitrator and all of the other grievances which flowed from these events, eighteen in all, were either withdrawn or resolved prior to arbitration. We understand that the lawsuit filed by Professor Boom is ongoing against the University but that Dean Mackness has been removed as a defendant.

The Letter

It is in this context and atmosphere that Dean Mackness's letter to former Dean Grandpre became public knowledge. It is in this context and atmosphere that people both inside and outside the Faculty of Management judged both the letter and the actions taken in response to its release. We believe that the subsequent actions and reactions make sense only when this context is remembered and taken into account.

One other aspect must also be recognized. Although the letter was on University letterhead, it was Dean Mackness's private correspondence in the sense that it was intended to be read only by the addressee and not intended to be public. Also, it was apparently stolen from his office. As a result, at least some people who were disturbed by the content of the letter were also disturbed by the manner in which it became known — one unacceptable act did not justify another unacceptable act. Whether or not one agrees with this belief, it is clear that the means by which the letter became known further complicated an already complex situation.

As we understand the sequence of events surrounding the release of the letter, the Faculty Association introduced it in evidence during an arbitration hearing on August 21, 1990, and President Naimark and other members of the senior administration became aware of it on August 22. President Naimark and Dean Mackness met later that day, and Dean Mackness subsequently wrote to President Naimark. On August 27, President Naimark formally acknowledged this letter, and indicated that he would deal with the matter after the arbitration was complete. On August 29, the Faculty Association passed a motion expressing its concern about the letter and the Association's belief that it was entirely unacceptable behaviour on the part of a dean of the University of Manitoba. Later that day, representatives of the Association met with President Naimark to convey this concern and belief. On August 31, the letter became public knowledge. There is disagreement about who said what to whom and when about the possible release of the letter. We have chosen not to examine this, in the belief that what is most important is the letter's effect on members of the university community, most particularly those faculty members, both inside and outside the Faculty of Management, who are minority group members.

No one can fully understand or experience the emotional distress which another person feels, but the anguish of the minority-group faculty members involved was evident to us. They had perceived the University of Manitoba as a *safe place* in a discriminatory society. While they might have been victims of racist actions outside the University, inside it they felt accepted and valued. No doubt this belief was shaken by an earlier racist incident, discussed in a *President's Letter* in April, 1990. The release of Dean Mackness's letter suggested to them that racist beliefs existed at upper levels of the University. Some began to fear that the colour of their skin would now be a barrier between them and their students. For members of the Department of Actuarial and Management Sciences, the reaction was particularly acute. This department, as one member of it said to us, is the only Faculty of Management department with a "Third World" ethnic character. Department members, who already felt threatened because of the Development Plan and the failure to appoint a permanent department head, felt that the comment in the Dean's letter was directed specifically at them. It confirmed their worst fears.

The letters written by faculty members to President Naimark and the Board of Governors which we have seen express the pain and distress which people recounted to us. It is clear to us that what the writers were seeking was moral leadership by the University administration and reassurance that their contributions to the University were valued. Instead, they were met by what was perceived as administrative process.

This process did not serve them well. On September 4, President Naimark wrote to Dean Mackness saying that "I regard it as essential that you convene at the earliest opportunity, a meeting of the Faculty of Management Council in order to explain your positions." On September 5, the Dean invited faculty members to meet with him the following day at 5:30 p.m., so that he could make a statement and answer any questions they might have about recent stories in the press. This was not a formal Faculty Council meeting. So far as we know, the matter has not been discussed at the Faculty Council in a formal meeting. The short period of notice given by the Dean of the meeting and the fact that it was not a formal Faculty Council meeting gave the impression to many that the Dean was complying with the President's dictate in form but not in spirit. His actions betrayed a technical compliance without a substantive desire to convey regret or responsibility for statements in the letter which can be perceived as racist.

The distinction between a meeting *with* the Dean and a Faculty Council meeting is not as trivial as one might think. First, a number of people indicated to us that they stayed away from the meeting because they saw it as being at the Dean's convenience, and they were insulted by the process. The minutes of the Management Faculty Council meetings routinely report which faculty members were present, sent regrets, or were absent. Without this sort of mechanism, there is no way of knowing who was present, who was unable to attend, or who stayed away. A boycott of a meeting has no meaning or impact if its occurrence is not recorded. Second, minutes of the Management Faculty Council follow a standard detailed format in reporting the discussion of any given issue. The only written account of the September 6th meeting which we have seen is one prepared by Dean Mackness and subsequently printed in *The Manitoban*. The accuracy of this summary has been disputed by some of those who were present. There is no independent record of what transpired at the meeting.

We have two other observations regarding this meeting. First, Dean Mackness stressed that his choice of words in the January 30 letter was "ill-advised" and "poor." However, as was expressed to us, he did not indicate what choice of words he should have used to convey whatever he may have meant in a non-offensive manner. Second, on September 9, the *Winnipeg Free Press* printed a letter to the editor which was critical of the stand of UMFA and described the comment about "Third World mathematicians" as a "jocular" one, which anyone could make if they had a sense of humour. Dean Mackness circulated this letter to faculty members on September 10th, describing it as a "thoughtful letter offering an outside perspective of recent events." Given this, we can well understand how faculty members could perceive the Dean's statement as less than sincere and as unresponsive to President Naimark's letter.

The President's statement in his special *President's Letter* of September 7 was affirmed by the Board of Governors in its September 27 resolution. In the meantime, and after the September 6th meeting between Dean Mackness and the Faculty, 19 faculty members in the Faculty of Management had written to the President that they could not accept Dean Mackness's apology and asked that he be dismissed.

The members of this group who spoke to us told us that they did not received a reply to this letter. We were told the same thing by other members of the university community who had also written to the President and Board. However, President Naimark assured us that he had replied to all the letters he received. UMFA confirmed that a response was made by the President although many recipients of the response felt it to be inadequate.

We understand the difficult position in which the University administration found itself. The letter was evidence in an ongoing arbitration. Indeed, the hearings were not completed until December 24, 1990 and the ruling was issued on February 11, 1991. Before those dates, CAUT became involved. Its intervention added further complications in that Mr. Malaher's assessment of the significance of the action the Board of Governors took was disputed by Dean Mackness. Thus, we can understand the University administration's need and desire to wait for the process to take its course. At the same time, however, we believe that a stronger expression of the President's private and personal recognition of the distress faculty members were experiencing might have eased some of the tension. At the very least, the faculty members who wrote to him might have realized that they had been heard. We were thanked again and again for *listening*, which we interpret as behaving in a way that indicated that we were taking people's concerns seriously.

The Dean's Selection

This committee was directed to review the procedures used for the selection of the Dean of Management. Two or three of all the people the Committee interviewed, spoke in detail of the selection process. After considering the information given to us, and after making further inquiries, it is difficult for us to conclude that there was anything irregular in the selection of the Dean. The normal University procedures were followed. The composition of the selection committee was what it would normally be and the usual steps in the process occurred. We believe that some of the complaints about the selection process may have developed well after the fact, as a reaction to the Dean's managerial style and the concerns about the outside funds for the Faculty Development Plan. In the eyes of some members of the university community, he had been imposed on the Faculty by the business community in order that business interests, not the university and its academic staff, would control the Faculty of Management. We do not believe this to have been the case, but we can understand how such a belief could develop in the emotionally-charged atmosphere that existed in the Faculty of Management.

Although the actual process of selection of Dean Mackness did not appear to be improper, the fact that he was chosen from nonacademic ranks certainly was a cause for concern among many faculty members. This fact in itself is not particularly unusual since it has been done in a number of professional faculties at the University of Manitoba, including the Faculty of Management itself, as well as at other universities in Canada. However, when a nonacademic is chosen as a dean, it seems that there is a particular onus upon the University administration to socialize the new administrator with respect to university traditions, customs and expectations. In our view, many of the problems at the Faculty of Management were caused by the fact that Dean Mackness appeared to disregard or misunderstand university traditions and procedures. His apparent lack of appreciation for the collegial process which most Canadian faculty members value highly, and his considerable insensitivity toward his colleagues are justifiably open to criticism. It may be, although it is not too likely, that in the business community one can manage an enterprise in a hierarchical fashion with very little consultation with the various stake-holders in the organization. While such an approach is often thought to be inappropriate in any organization, it is most certainly inappropriate within the university context. Dean Mackness must take responsibility for these managerial shortcomings and his superiors in the University must also share some of that responsibility.

Summary and Conclusion

The inquiry of the Committee made clear that there are many unhappy faculty members in the Faculty of Management at the University of Manitoba. In all likelihood this discontent is greater than is typical in most university departments. Many of the problems were caused by Dean Mackness's management style. The letter of January 30, 1989, upon its publication, became a lightning rod which attracted a litany of complaints.

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Some of tbe complaints related to the letter itself and some of the complaints related to Dean Mackness's actions, but many arose as a result of the evolution that the Faculty is experiencing.

The five-year Development Plan was a source of discontent for many faculty members; on the other hand, it was a source of hope for many. We heard that respected academics were attracted to the University of Manitoba because of the Plan. It is not uncommon for university departments to be criticized for lack of focus; however, in the view of many, the Development Plan was an important planning document which illustrated that the Faculty of Management had given some thought to its future direction. Importantly, it was not Dean Mackness's personal plan, although he had significant input into it. It was dealt with in Faculty Council and those opposed to it were given a voice. Somewhat surprisingly, many of those who were opposed to the Development Plan chose to boycott the Faculty Council meeting at which it was discussed; one cannot be too sympathetic to those who choose not to utilize the democratic processes which the University offers (and the University offers more than most organizations) and then complain about the final result.

The letter of January 30, 1989, had a life of its own. As previously pointed out in this report, there is likely no charitable interpretation of the words used by Dean Mackness in the letter when he referred to "Third World mathematicians." This statement in our view can be characterized as racist; it is objectionable, repulsive and inexcusable. However, this does not necessarily lead to the conclusion that Dean Mackness displayed racist tendencies in other parts of his management. The evidence we heard through our interviews convinces us that Dean Mackness was not discriminatory towards his colleagues on either the basis of race or age. The evidence was not convincing that discriminatory action was engaged in by the Dean toward members of minority groups. It is true that the Dean had been in some conflict with colleagues who were members of visible minority groups but we cannot conclude that racism played any role in his actions. Indeed, the Dean was in conflict with many of his colleagues.

The allegations of discrimination on tbe basis of age primarily surrounded the use of teaching assessments and the removal from the classroom of certain teacbers. These teacbers were older, tbere is no doubt, but the teaching assessments on the criteria utilized indicated poor performance. It might be that the teaching assessments are not a good tool to measure teaching performance but they are approved by the Faculty and the University and are universally utilized. If they are being improperly used by the Dean of Management, or other members of the University administration, tbere are many avenues within the University to address these abuses. On the evidence that we heard through the witnesses we interviewed, we are not convinced that there was any abuse of the teaching assessments or any discrimination on the basis of age.

The offensive statement in the letter is one that Dean Mackness can never effectively withdraw. Unfortunately, he did not even make sincere efforts, in our view, to do so. There were a number of avenues which he could have pursued that would have minimized the impact of the letter. He only did what he was directed to do by President Naimark and he did the minimum that was required. The hurt caused by the statement to the Dean's colleagues and tbe members of the University community was very significant. The effect of tbe letter required a proactive response by the Dean and the University endorsing the rich diversity of our society and the university community. Society has been slow in welcoming racial and gender equality and the diversity that is our social reality. Rather than reflecting this slowness and reluctance, universities should be catalysts for change tbat should see more persons of visible minorities, aboriginal peoples, women and people with a wide range of social and economic backgrounds participate fully in its endeavours. Statements such as that contained in tbe letter of January 30 do tremendous barm to the goals which a university must seek. Once made, the harm from such a statement can only by minimized, never eradicated, by a very proactive effort. Dean Mackness did not make tbat effort and the effort of the Administration could certainly have been greater.

It is our conclusion that, aside from publication of this report in any manner deemed advisable by CAUT, CAUT should take no further action with regard to the matters referred to this Committee. Tbis is not to conclude that the state of affairs at the University of Manitoba, and in the Faculty of Management in particular, are ideal. There is much work required by Dean Mackness, by the University administration and by the University of Manitoba Faculty Association. The adversarial nature of the relationship between UMFA and the Administration with respect to the Faculty of Management has not served the institution well. Rather than rational dialogue and a co-operative spirit, tbere has been a series of actions, primarily by Dean Mackness and UMFA, which appear to be designed to make political points rather than to achieve solutions. The use of the press by both the Dean and UMFA has exacerbated the problems rather tban contributed to their solution. It is now time for a rationale dialogue to begin, assisted by an intermediary if necessary, to move toward an open exchange with a view to resolving existing issues at the Faculty of Management and with a view to forestalling future issues before they become major concerns and sources of conflict. The burden of initiating this dialogue lies with the University Administration.

We respectfully submit this report, dated this 21st day of September, 1992.
Dallas Cullen
Robert Hanraban
Daniel Ish

The Parties Respond

Dr. Alan Andrews
President, Canadian Association of University Teachers

Dear Dr. Andrews:

At your request, I provide the following response to the CAUT Committee of Inquiry into The University of Manitoba Faculty of Management.

Comment on CAUT Inquiry:

The Board of Governors of The University of Manitoba denied standing and recognition to the CAUT Committee of Inquiry and determined that the University would not participate. On this account, and on the advice of counsel, I refused to meet with the Committee or otherwise participate in any of its proceedings.

Beyond tbe matters of jurisdiction and legitimacy, the proposed inquiry procedures were simply unfair. The Committee was to be given a broad, non-specific mandate calculated to deny due process and encourage an anonymous and unaccountable levelling of accusations. This is precisely what did occur. I want to record that the inquiry proceedings were held *in camera* and that members of the Faculty of Management were expressly denied the opportunity to attend and observe the inquiry.

In these circumstances, I am not prepared to provide a detailed response to the Inquiry Report because it has been an unfair and unaccountable process.

It will suffice to say that, despite my lack of participation in this one-sided inquiry, the Committee has essentially concluded that there is no substance to the allegations made against me. And, however unenthusiastically, the report does conclude that CAUT should take no further action.

William Mackness
Dean, Faculty of Management
The University of Manitoba

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Dear Professor Andrews:

UMFA thanks the members of the Committee of Inquiry, University of Manitoba Faculty of Management, for agreeing to undertake a particularly difficult assignment without tbe guidance of precedent. We believe the Committee of Inquiry has done a commendable job of reviewing a difficult and troubling situation at the University of Manitoba. In these circumstances, we accept tbe report notwithstanding some serious reservations regarding particular conclusions.

The University of Manitoba Faculty Association had approached the CAUT with a request for an inquiry committee for two reasons:

First, we were very troubled with the conduct of the Dean, as set out in our Statement of Concerns. And second, we were concerned with the total lack of a formal procedure at the University of Manitoba for investigating and reviewing the conduct of a Dean during the term of office. With regard to this second concern, nineteen of some forty members of tbe Faculty of Management had taken the unusual step of writing to tbe President, asking tbat the Dean be removed from office. Tbis action, followed a number of individual letters from across tbe University, a number of resolutions from Faculties, and wide discussion of tbe events in the community at large. We believed it reasonable to expect a formal review of the Dean's conduct which would at the very least have included interviewing faculty members.

While the report concentrates on the Dean's conduct, the fundamental issue is one of governance: the capacity of academic staff to initiate a formal review of a Dean under certain circumstances. It was the Association's dissatisfaction with the response by the University administration, even in the absence of formal procedures for review, that led us to request an inquiry from the CAUT.

The report leaves no doubt that questions raised with the Committee were substantive; that in some circumstances the Dean's conduct violated widely held academic norms; and that his bebaviour was indeed cause for serious concern on the part of many faculty members. However, the report is deficient in its recommendations to CAUT regarding an appropriate course of action for the University. The report fails to provide concrete recommendations for an appropriate response by the University administration to circumstances such as those created by the Dean's conduct. The committee's mandate required it to provide the CAUT Executive with recommendations for resolving the issues. We cannot agree with the Committee's conclusion that the CAUT should take no further action with regard to the issues addressed in the report. This conclusion is particularly puzzling in the light of the Committee's findings:

"In our view, many of the problems at the Faculty of Management were caused by the fact that Dean Mackness appeared to disregard or misunderstand university traditions and procedures. His apparent lack of appreciation for the collegial process which most Canadian faculty members value highly, and his considerable insensitivity toward bis colleagues are justifiably open to criticism. It may be, although it is not too likely, that in the business community one can manage an enterprise in a hierarchical fashion with very little consultation with the various stake-holders in the organization. While such an approach is often thought to be inappropriate in any organization, it is most certainly inappropriate within the university context. Dean Mackness must take responsibility for these managerial shortcomings and his superiors in the University must also share some of that responsibility."

This finding highlights the governance issue which is still outstanding.

We believe it to be an essential priority for the CAUT to use this experience to the benefit of the national professoriate by developing an appropriate statement and possibly a model clause regarding formal reviews of administrators initiated by faculty. We expect, therefore, that the CAUT Executive will provide an appropriate recommendation in this regard.

Robert Chernomas
President
University of Manitoba
Faculty Association

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Dear Professor Andrews:

Committee of Inquiry into the University of Manitoba Faculty of Management

The University of Manitoba indicated at the time tbe Committee of Inquiry was established by CAUT that the Committee had no standing as far as the University was concerned. Accordingly, the University declines your invitation to submit a written reaction to the Committee's Report.

Arnold Naimark
President
The University of Manitoba

CLASSIFIEDS/ANNONCES CLASSÉES

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tél:(202) 737-5900.

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'Éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, politiques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédacrice du Bulletin une déclaration énoncant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au mains 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigénes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractére confidentiel.

ACCOUNTING

BROCK UNIVERSITY. Tenure track positions are available (subject to budgetary approval), effective July 1, 1993, for faculty with interests in Accounting (auditing, managerial, tax, and financial accounting). Candideles with Ph.D. in hand or near completion, who are interested in teaching and research, are invited to apply. Rank is dependent on qualifications and experience, and salary is competitive. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Please submit your application, with a curriculum vitae and the names of three referees to Robert Welch, Chair, Department of Accounting and Finance, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Smoking at Brock University is strictly controlled.

SAINT MARY'S UNIVERSITY - Accounting. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Dick Chesley, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Applications are invited for faculty positions to be available commencing July 1, 1993 and July 1, 1994, in the following areas: Accounting, Business and Environment, Business Policy, Managerial Economics, Entrepreneurial Studies, Finance, International Business, Management Information Systems, Management Science, Marketing, Organizational Behaviour/Industrial Relations, and Production Management. These positions are subject to budgetary approval. Rank may vary and salary is negotiable. Successful candidates will be expected to be active in research and to teach in the PhD, master's and undergraduate programmes. Contractually limited appointments are also available. Please submit applications with CV and references to: Dezso J. Horvath, Dean, Faculty of Administrative Studies, York University, North York, Ont. M3J 1P3. Deadline for applications when positions are filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for limited duties (part-time) positions, beginning September 1, 1993 to April 30, 1994, to teach in one or more courses offered by the centre. A PhD in a Social Science discipline or Administrative/Management Studies and a strong interest in teaching are required. Rank will depend on qualifications and experience. The positions offer opportunities for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies, management accounting, organizational behaviour, organizational theory, public/business administration, technology and change, and women in the workplace. Applications (with Curriculum Vitae, the names of three referees who have been requested to forward letters of reference, and copies of teaching evaluations if applicable) should be sent to Professor I. Peter Suttie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Completed applications should be received by February 1, 1993. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

AGRICULTURE/LAW

THE UNIVERSITY OF SASKATCHEWAN invites applications for an Agricultural Law Chair in Sustainable Agriculture. This new Chair is to be established as a result of the University's successful application to the Tri-Council Eco-Research Program. The appointment, for up to five years, will be effective no later than July 1, 1993. The successful candidate will have post-graduate qualifications in law, and demonstrated expertise and experience in agriculture. He or she will be expected to assist in recruiting, and to lead an interdisciplinary team dedicated to environmental teaching and research. The focus of the Chair will be on a "great plains land use ethic", a land ethic which incorporates the fundamental tenets of sustainable agriculture as outlined in the Brundtland Report (Our Common Future) as reflected in Canada's Green Plan initiatives. The successful candidate will advise and participate in the development of the Chair's teaching program in the College of Agriculture, the College of Law and related units at the University of Saskatchewan. She or he will be expected to lead in the development of an innovative, scholarly research program, and to collaborate with other researchers, decision-makers and appropriate groups in the public and private sector. Remuneration will be commensurate with qualifications and experience, and within the salary ranges of the more senior academic appointment ranks at the University of Saskatchewan. Further inquiries may be directed to Dean John Stewart, College of Agriculture, or Dean Peter MacKinnon, College of Law, University of Saskatchewan, Saskatoon, Canada S7N 0W0. Applications, including the names of three referees, should be submitted by January 15th, 1993 to Deans Peter MacKinnon and John Stewart, Co-Chairs, Joint Agriculture-Law Recruiting Committee, c/o College of Law, University of Saskatchewan, Saskatoon, Canada S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates, including Aboriginal people, persons with disabilities, visible minorities and women.

ANTHROPOLOGY

THE UNIVERSITY OF WESTERN ONTARIO - The Department of Anthropology, University of Western Ontario, invites applications for a probationary tenure track full-time appointment in Anthropological Linguistics at the Assistant Professor level. Applicants must have the Ph.D., and should have an active research and publication record and teaching experience. The preferred applicant will be able to teach the ethnography of Canadian Native Peoples and a variety of linguistic courses; a Native language would be desirable. The current salary floor for assistant professor is $38,475. Subject to budget approval positions normally commence on July 1, 1993. Applicants should send a curriculum vitae and the names of three referees, before January 1, 1993 to Dr. Regna Darnell, Chair, Department of Anthropology, University of Western Ontario, London, Ontario N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

APPLIED LANGUAGE STUDIES

BROCK UNIVERSITY - Department of Applied Language Studies. Applications are invited for a tenure-track position subject to final budgetary approval at the rank of Assistant Professor. Applicants should have a PhD and publications in Applied Linguistics, Second Language Acquisition, or a related area. The position requires a background in linguistics and a demonstrated interest in methodology and curriculum design in second language education. An interest in sociolinguistics is desirable. A research focus, commitment to excellent undergraduate teaching and effective communication skills are required. The appointment is to begin July 1, 1993. Candidates should submit a curriculum vitae and the names and addresses of three referees to send letters to: Dr. H.M. McGerrell, Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario, L2S 3A1. Closing date for applications: February 1, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

ART

ACADIA UNIVERSITY - Department Art, Art History. The Department of Art of Acadia University invites applications to e tenure-track appointment (position #10101) af the Assistant Professor level to commence July 1, 1993. Applicants should have a Ph.D. in Art History by the appointment date, and will teach in the art history areas of Introduction, Nineteenth Century, Twentieth Century, Women, and Contemporary. Other duties may include Medieval, Renaissance/Baroque or Canadian. In addition to e record of scholarly research and publication, the successful candidate must have a strong commitment to undergraduate teaching. Applicants should submit a letter of applicatoon and curriculum vitae, and arrenge for three letters of recommendation to be sent to: Wayne Staples, Head, Department of Art, Acadia University, Wolfville, Nova Scotia B0P 1X0. The closing date for applicatoons is February 15, 1993. In accordance with Canadian immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

MUSÉE DES BEAUX-ARTS DE MONTRÉAL - Conservateur(trice) Art Européen (1800-1960). Sous l'autorité du conservateur en chef, le(la) conservateur(trice) de l'art européen (1800-1960) assume les responsebilités suivantes: Propose et guide l'orientation de la collection dans sa spécialité et selon les priorités du Musée; Entreprend les recherches dans les domeines qui intéressent le Musée et établit les contacts nécessaires pour augmenter et améliorer ses collections; Propose et supervise le programme d'acquisition pour le ou les secteurs dont il/elle a la responsabilité; Elabore le programme des expositions de sa spécialité; Etablit et maintient les communications avec les différents organismes du milieu; Participe à la préparation et à la production d'expositions temporaires dans et hors de sa spécialité. Expérience et formation: Cette offre d'emploi vise les personnes possédant un deuxième cycle en histoire de l'art, concentration art européen (ou l'équivalent) et un minimum de trois années d'expérience dans le domaine de l'art européen (enseignement ou autre) et un minimum d'une année d'expérience dans l'exécution de recherches en art européen. Le ou la candidat(e) doit avoir de très bonnes connaissances du français et anglais parlé et écrit. Traitement: de 41 135 $ à 51 372 $ par année. Les personnes intéressées sont priées de faire parvenir leur offre d'emploi à l'adresse ci-dessous au plus tard le 29 janvier 1993. A l'attention de Monsieur Paul Lavallée, Musée des beaux-arts de Montréal, Case postale 3000, succursale H, Montréal, Québec H3G 2T9.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA - Position in Korean Language. Applications are invited for an eight-month leave replacement position in Korean language at the rank of Sessional Lecturer. The teaching load will be three courses (first-year, second-year, and third-year Korean). Experience teaching Korean as a foreign language at the post-secondary level required. Completed or near completed M.A. in a relevant field also required. Appointment to begin in September, 1993. This position is subject to final budgetary approval. Send curriculum vitae and the names and addresses of at least three referees to Professor Michael S. Duke, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada V6T 1Z2. The deadline for receipt of applications is March 1, 1993. The University of British Columbia encourages qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ATMOSPHERIC SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA - Atmospheric Science Progrem - Department of Geography. The University of British Columbia has e tenure track position at the Assistant Professor level in Atmospheric Science, to be appointed in the Department of Geography by July 1, 1993. The position is subject to final budgetary approvel. The Atmospheric Science Program at UBC is offered jointly by the Departments of Geography and Oceanography, with research and teaching concentrated on surface- and boundery-layer processes, mesoscale dynamics, atmosphere- ocean interactions, cloud physics, air quetity and remote sensing. We seek candidates who can complement and extend any of our established areas of research and teaching, but have a particular interest in studies of the planetary boundary layer. There are also opportunities to build links with colleagues in Soil Science, environmental chemistry, Applied Science and Geophysics. The successful candidate will be expected to have a commitment to excellence in teaching and research, and to offer both undergraduate and graduate courses, and supervise graduate students. Applicents must have completed their Ph.D. degree. Post Doctoral experience will be e disfinct advantage. Applications must be received by December 31, 1992 and should ba accompanied by a resume, examples of recent publications, and the names of three referees. Apply in writing to: Dr. O.G. Steyn, Chair, Atmospheric Science Program, Department of Geography, The University of British Columbia, 1984 West Mall, Vancouver, B.C., V6T 1Z2 Tel: (604) 822-6407, Fax: (604) 822-6150. The University of British Columbia welcomes eli qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed, in the initial instance, to Canadian citizens and permanent residents of Canada.

DALHOUSIE UNIVERSITY, Hetifex, Nova Scotie - The Atmospheric Science Progrem at Dalhousie University will have an opening for a tenure track position at the Assistant Professor level starting in the Summer of 1993. The successful applicant will be appointed in the Department of Oceanography and Physics as an NSERC/AES Junior Industrial Research Chairholder in the field of climate and marine meteorology research. Preference will be given to applicants with some postdoctoral experience and with strong potential for original research and high quality teaching. The Atmospheric Science program at Dalhousie University offers M.Sc. and Ph.D. degrees in Atmospheric Science. We also have e one year Diploma in Meteorology Program for students with a B.Sc. degree in Physics. We have four full time faculty members in the Atmospheric Science Program and 17 graduate students. The applicant will be expected to teach graduate courses in their field of research and Diplome courses. The research orientation of our progrem is directed towards physical climate processes and air-sea interaction. Starting research funds will be provided. Interested applicants should send their curriculum vitae and copies of no more then two of their most important publications to Peter Chylek, Atmospheric Science Program, Departments of Physics and Oceanography, Dalhousie University, Halifax, N.S. B3H 3J5, Canada. Applicants should also orange for three letters to be sent on their behalf to the same address (Fax: 902-494-5191). All applications received before January 15, 1993 will receive full consideration. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian Immigretion requirements this advertisements is directed to Canadian citizens and pormanent residents.

BIOCHEMISTRY & MICROBIOLOGY

UNIVERSITY OF VICTORIA - The Department of Biochemistry and Microbiology invites applications for e full-time, tenure-track appointment at the Assistant Professor level in an ere of Immunology/Virology/Biochemistry/Microbiology. Exceptional candidates in other research areas are invited to epply. The successful candidate will be expected to teech in our broadly based undergraduate program and to establish a vigorous independent research program. Our Depertment consists of 12 full-time faculty members with strong research programs in

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Les membres de l'ACPU peuvent souscrire aux régimes suivants à prix modique:
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molecular especis of Biochemistry and Microbiology. Current departmental enrolment is 200 undergraduate majors, 13 M.Sc. students and 15 Ph.D. students. The deadline for application is January 31, 1993. Applicants should send their curriculum vitae, together with copies of recent publications, a short description of future research interests, and the names and addresses of three referees to: Dr. Rozanne Poulson, Faculty Search Committee, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 3055, Petch Building, Victoria, British Columbia V8W 3P6, Canada. Applicants are advised to ask their referees to send confidential reports directly to the Department without waiting to be contacted. The appointment will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

BIOLOGY

UNIVERSITY OF VICTORIA - Director, Bamfield Marine Station. The Station is located in a fishing community on the west coast of Vancouver Island, British Columbia, in an area of unspoiled natural beauty and with access to a rich fauna and flora. It operates year round with e permanent staff of 15, plus 12 seasonal employees. It is operated by a consortium of five universities (University of Alberta, University of British Columbia, University of Calgary, Simon Fraser University, University of Victoria). The station offers undergraduate and graduate level courses and serves as a base for visiting researchers in a wide variety of disciplines. The Director must have e record of ongoing leadership in an appropriate area of research, plus administrative experience and e commitment to marine science education. He/she will be expected to conduct an active research program and foster the development of the station as a base for teaching and research. Salary and rank will be commensurate with qualifications and experience. Appointment will be for an initial five years, renewable. Tenure at one of the member universities is negotiable. Closing date for application is Feb. 1, 1993, the appointment to take effect July 1, 1993. Applications including curriculum vitae, publications list and names of three referees should be sent to: Dr. George Mackie, Biology Department, University of Victoria, Victoria, B.C., Canada, V8W 2Y2. In accordance with Canadian immigration requirements, the search will focus in the first instance on Canadian citizens and permanent residents of Canada but others may apply. The member universities are committed to employment equity.

BUSINESS

THE UNIVERSITY OF ALBERTA - Applications are invited for a full-time tenure-track position in Information Systems PhD or equivalent required, or candidate should be at the completion stage of degree. Salary and rank depend on qualifications; salaries are competitive. Candidates should have a strong commitment to excellence in research and teaching. Closing deadline for the competition is February 15, 1993. Send resume to: James D. Newton, Chair, Department of Accounting and MIS, Faculty of Business, University of Alberta, Edmonton, AB, Canada T6G 2R6. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

BROCK UNIVERSITY - Management and Marketing. Applications are invited for a tenure track position in Business Policy (subject to budgetary approval) effective July 1, 1993. DBA or PhD in Business required. Applicants must have a Ph.D. or be nearing completion of their dissertation to begin employment at the assistant professor level. An interest in a second area such as international business is of particular interest. A commitment to undergraduate teaching and research is expected. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Please send your curriculum vitae and the names of three referees to Dr. Barbara Austin, Department of Management and Marketing, Faculty of Business, Brock University, St. Catharines, Ontario, L2S 3A1.

UNIVERSITY OF VICTORIA, Victoria, B.C. - The School of Business, created in 1990, is Caneda's newest business school and offers a full-time undergraduate B.Comm. with majors in Entrepreneurship & Small Business, International Business, and Tourism Management. The School has a target enrolment of 630 students in the steady-state of operation and 35 faculty. A full-time graduate program commenced in 1992 with 100 students in the steady state. A mandatory cooperative education component is included for all students. School of Business - Assistent/Associate Professors. Applications are invited for tenure-track positions from candidates who are able to teach and have research interests in one or more of the following arees. Applicants should hold a doctoral degree or be near completion of a doctoral program. Entrepreneurship and Small Business Management; International Business Management/Trade (emphasis on Pacific Basin countries); Marketing Strategy/International Marketing; Finance/International Finance; HRM; Business Policy/Strategy. Appointments will take effect on July 1, 1993 or as soon as possible thereafter. Salary levels are very competitive and negotiable, dependent upon qualifications and experience. An excellent benefits package is provided with the University paying all retirement benefits, life insurance, and most health premiums. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Interested individuals should forward a resume and the names of three references to: Dr. David A. Zweig, Director, School of Business, P.O. Box 3045, Victoria, B.C. Caneda V8W 3P4; Tel: (604) 721-6062; Fax: (604) 721-6067.

BUSINESS ADMINISTRATION

BRANDON UNIVERSITY - The Department of Business Administration invites applications for the position of Visiting Professor in Accountancy. The appointment will be for one year commencing 1 January 1993. Candidates must have e strong research interest and previous teaching experience in accounting. The successful candidate is expected to do research, and to teach and develop advanced undergraduate level courses in accounting, with special emphasis on rural, and small business management. Qualifications: Ph.D. in Accountancy. However, candidates with a Masters' degree plus professional qualifications and extensive practical experience will also be considered. Ranks & Salaries ($ Ceiling - $ Floor): Full Professor ($58,211 - $52,586); Associate ($52,586 - $49,322); Assistent Prof. ($54,303 - $34,978). Effective Date of Appointment: January 1, 1993. Application Deadline: Applications accepted until position is filled. In accordence with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Please send curriculum vitae with application and arrange for three reference letters to be sent to: Dr. Peter John C. Hordern, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba R7A 6A9.

ALGOMA UNIVERSITY COLLEGE Invites applications for a probationary appointment with the Department of Business Administration in the areas of Accounting, Marketing or Human Resource Management. The appointment will be at the rank of Lecturer or Assistent Professor. Selary will be commensurate with quelifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (a stress on the analytical and theoretical framework of Accounting is desirable) and a C.A. designation. Minimum qualification for the areas of Marketing or Human Resource Menegement is a Ph.D. in the respective or related disciplines. This appointment is subject to final budgetary approval. Applications will be accepted until the position is filled. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicents should send a current curriculum vitae, with references, to: Dr. Jong S. You, Acting Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is July 1, 1993 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a positive tree work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

SIMON FRASER UNIVERSITY - The Faculty of Business Administration, Simon Fraser Universes, invites applications for a tenure-track appointment in International Business/Strategic Management. The successful candidate will have established a primary research program in the area of international business/strategy, preferably with a Pacific Rim focus. Candidates must have the ability to teach international business and business strategy courses at both the undergraduate and graduate levels. A Ph.D. in hand or near completion is required. Start Date: September, 1993, or at a mutually agreed upon time. In the first instance, and in accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, B.C. V5A 1S6 Canada.

SAINT MARY'S UNIVERSITY - Business Administration & Commerce. The Frans H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Accounting, Commercial Law, MIS, Computing Science, Finance, Real Estate, Risk/Ineurance Menagement, Human Resource Management, Marketing and Management. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and e PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Paul S. Dixon, Acting Dean oi Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

CHEMISTRY

UNIVERSITY OF ALBERTA, Department of Chemistry. Applications are invited for two tenure-track faculty positions at the Assistant Professor level starting July 1, 1993 Salary Range: $40,095 - $57,003.00 per annum. One position is in experimental physical chemistry and the other in any area of physical, inorganic, or analytical chemistry that is complementary to current faculty research interests. We seek outstanding individuels with proven ability and a demonstrated potential for excellence in teaching and research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a complete curriculum vitae, research proposal, and the names of at least three referees, should be sent to: B. Krotochvil, Chairman, Department of Chemistry, University of Alberta, Edmonion, AB, Canada T6G 2G2 by January 1, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF WESTERN ONTARIO - Assistent Professor - Inorganic Chemistry. The Department of Chemistry invites applications for a tenure track position in inorganic chemistry. Candidates should have a Ph.D., relevant postdoctoral experience, and have a strong commitment to teaching and to developing an outstanding research program. Applications in any area of inorganic chemistry are invited, and proposels related to the inorganic chemistry of meterials are particularly welcome. The Department of Chemistry, with over thirty full-time faculty, has a strong commitment to world class research. The facilities available for inorganic chemistry and materials research are both excellent, and the department is ranked among the best in Canada. Curricula vitae, including research proposals and the names of at least three referees should be received by February 15, 1993. Write to: Dr. G.M. Bancroft, Chair, Department of Chemistry, The University of Western Ontario, London, Ontario, Caneda N6A 5B7. Positions are subject to budget approval. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplaca, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

QUEEN'S UNIVERSITY - Applications are invited for a position as a research associate to pursue novel studies in the quantum chemistry of solids. The applicant should possess a recent Ph.D. degree and have hed two or three years of postdoctoral experience in LCAO and cluster expansion studies of molecules and solids using the Gaussian, Wien and Crystal programs and in topological analysis. The initial salary will be $30,000 per annum. Send a curriculum vitae, recent reprints and preprints, and three letters of recommendation directly to Professor V.H. Smith, Department of Chemistry, Queen's University, Kingston, Ontario, K7L 3N6 before 15 January 1993. Queen's University has an employment equity policy, welcomes diversity in the workplace, and encourages applications from women, aboriginal persons, disabled persons, and members of visible minorities. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CHILD STUDIES

BROCK UNIVERSITY - The Child Studies Program of Brock University, one of the Interdisciplinary programs of the Faculty of Social Sciences, invites applications for a probationary faculty appointment at the assistant professor level, commencing July 1, 1993 subject to final budgetary approval. The successful candidate is expected to have a background in Developmental Psychology with teaching and research interests in one or more of the areas of developmental disabilities, child and adolescent clinical psychology and assessment. Required as well are e completed Ph.D. degree, some undergraduate teaching experience, and demonstreided poientiel for developing e sustained program of independeni research and scholarly activity. Applicants should submit by January 15, 1993 a letter of application accompanied by a curriculum vitae, and selected reprints or pre-prints of publications, and arrange to have three letters of reference sent to Dr. Zopito Marini, Director, Child Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy eimed at reducing gender imbalance among its faculty. Smoking at Brock University is strictly controlled

CLASSICS

UNIVERSITY OF SASKATCHEWAN - Applications are invited for a tenure-track appointment in Classics at the Assistant professor level, the appointment to date from July 1993. We are seeking a Classicist with an interest in developing interdisciplinary approaches that will draw on related programs in historical anthropology, non-Classical archaeology, and sociology. Duties will include research in Classics and teaching in undergraduate programs in Greek, Latin and Classics in Translation. Ph.D. preferred or near completion. Please send letter of application, c.v., and the names of three referees who are sending letters in support of your candidacy to: N. McCloskey, Head, Department of Classics, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. The University of Saskatchewan is committed to the principles of Employment Equity - women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Deadline for applications: February 1, 1993. Position is subject to budgetary approval.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY - Department of Communication Studies. Areas: Ability to teach, develop courses and supervise research in media and gender. Additional expertise in semiotics, critical analysis of marketing and/or alternative media. Rank: Assistant professor. Term of Appointment: Tenure track, beginning August 1, 1993. Salary In accordance with the collective agreement. Qualifications: Ph.D. in hand. Related teaching experience and substantial research portfolio essential. In addition, a working knowledge of French is required in teaching at the Ph.D. level. Principal Responsibilities: To teach and supervise students at B.A., M.A., and Ph.D. levels. Closing Date for Applications: Jan. 15, 1993. Send letter of interest, curriculum vitae, and three letters of reference to: Martin Allor, Chair, Department Personnel Committee, Communication Studies, BR-111, 7141 Sherbrooke St. W., Montreal, Quebec H4B 1R6. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates will be given priority.

COMPUTER SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Computer Science at the University of British Columbia is recruiting for a number of possible positions, which include: 1. A tenure track position at the rank of Assistant Professor. Priority consideration will be given to applicants in the fields of databases, software engineering, programming languages and computer graphics. 2. A fixed term position in computer graphics. 3. Post doctoral positions in all fields of computer science. One of the University's highest academic priorities is to build a leading centre in Computer Science and outstanding candidates are sought to participate in this effort. Junior applicants must demonstrate exceptional research potential and teaching ability. Senior applicants must heve an outstending record of achievement in research and a demonstrated commitment to teaching. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. A Ph.D. or equivalent in Computer Science or related area is required. Positions are available as of July 1, 1993 and salary will be commensuraie with experience. The University of British Columbia, situated on the tip of a peninsula, is surrounded by beaches, lush green forests, and spectecular views of ocean, mountains and downiown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city. Applicants should submit their resume and the names of at least three references to Uri Ascher, Recruiting Co-ordinator, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1Z2. Applications will be accepied until February 1, 1993. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. These positions are subject to available funding.

ACADIA UNIVERSITY - Jodrey School of Computer Science, Wolfville, Nova Scotia, Canada. Applications are invited for two tenure track appointments at the Assistent Professor level in Computer Science beginning July 1, 1993. Preference will be given to candidates with a Ph.D. in Computer Science. For position number 2030f we are seeking an individual whose areas of expertise include Software Engineering. For position number 20312 we are seeking an individual whose areas of expertise include Data Base Management and Information Processing. For both positions expertise in one or more of the following areas will be an advantage. Date Communications and Networks, Computer Architecture, Computer Graphics, and Operating Systems. The School of Computer Science offers undergraduate and M.Sc. programs in computer science and has 13 faculty members. Active research areas include artifical intelligence, combinatorics, computational complexity of algorithms, computer based teaching, concurrent and distributed computing, expert systems, fault-tolerant systems, hypermedia systems, machine learning, new generation architecture and languages, neural networks, parallel algorithms, and visual languages. Available equipment includes a network of MSDOS and UNIX based platforms including SUN workstations. Acadie University has about 3500 students, and is

FOR RENT

Montreal area

3-br. house fully furnished in St. Lambert facing golf course, $900 plus utilities. Tel. (514) 671-0305 or (902) 532-7217.

Statistics

Subject to budgetary approval, the Physical Sciencea Division, Scarborough Campus, University of Toronio Invites applications for a contractually limiied term appointment at the Assistent Professor level in Statistics, starting July 1, 1993 for a term of three years. There is a possibility that this position may be renewed for up to two years. The successful candidate will be responsible for teaching undergraduate courses, supervising an undergraduate programme, and will be involved in graduate teaching and research. Qualifications include a Ph.D. in Statistics or closely related field and evidence of successful teaching and research. Applicants should also ask three referees to send letters of recommendeiion and should forward an application consisting of a curriculum vitae to: **Professor Charles C. Dyer, Acting Chair, Physical Sciences Division, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4.** The deadline for the receipt of applications and letters of recommendation is **January 15, 1993.** In accordance with Canadian Immigraiion requiremenis, this advertisement is directed to both Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for this position.

Red Deer College

requires a

DEAN OF ARTS

Red Deer College is a comprehensive community college situated in Central Alberta. It provides a wide array of programs ranging from Adult Basic Education, Apprenticeship, Certificate and Diploma Career Programs through to University Transfer Programs. It is a major post-secondary institution serving the needs of Central Alberta with a trading population of 250,000 and approximately 5000 FTE students.

The Dean of Arts is the senior administrator responsible for divisional operations and reports directly to the Vice President Academic.

Division of Arts – present staff complement is approximately 90 instructional and 50 support staff. Programs offered include a full range of Humanities and Social Sciences, Art and Design, Music, Rehabilitation Services, Social Work and Theatre Studies. Student enrolment in the Division is approximately 700.

The preferred candidate will have a Ph.D. in a relevant discipline with both teaching and administrative experience at the post-secondary level.

CLOSING DATE: December 31, 1992
START DATE: July 1, 1993
SALARY: Commensurate with the position
COMPETITION #: 8092-A-12

Please send resume, copies of transcripts and the names of three references to:

Human Resources Office
Red Deer College
Box 5005
Red Deer, Alberta T4N 5H5

University of Alberta
Edmonton

Dean
Faculty of Rehabilitation Medicine

The University of Alberta invites applications and nominations for the position of Dean of the Faculty of Rehabilitation Medicine. The Faculty includes the Departments of Physical Therapy, Occupational Therapy, and Speech Pathology and Audiology and has 37 full-time academic positions, 500 undergraduate students and 80 graduate students. The programs lead to BSc degrees in Physical Therapy and Occupational Therapy and MSc degrees in all three areas. A Clinical Master's degree is also offered in Speech Language Pathology. A proposal for an interdisciplinary PhD degree in Rehabilitation Science is currently under consideration. The Faculty is housed in the completely renovated and refurbished historic Corbett Hall where over 120,000 square feet of space were redesigned for the Faculty's educational and research needs. In 1991/92 the Faculty attracted over one million dollars of external research funding and was also successful in raising one million dollars in private donations and equipment for teaching and research.

The Faculty of Rehabilitation Medicine is committed to building and retaining its status as an outstanding educational program in North America. Applicants should have strong academic and research qualifications, possess a PhD degree in a relevant area, and have proven administrative abilities and strong leadership qualities. Salary will be commensurate with qualifications. The appointment will take effect on or before July 1, 1993.

Written nominations or applications should be submitted by February 28, 1993. Applications should be accompanied by a resume of qualifications and experience and the names of three referees and submitted to:

Dr. W. John McDonald
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, Alberta Canada
T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aborignal persons, disabled persons, members of visible minorities and women.

located in Wolfville, a town of about 3500 people, in the center of an agricultural area popular with tourists and enjoying moderate climate allowing numerous outdoor activities. Letters of application, curriculum vitae and the names of three references should be sent by January 15, 1993 to: Dr. Mostafa Nassar, Chair of the Selection Committee, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia B0P 1X0, Canada; tel (902) 542-2201, ext. 410; fax (902) 542-4695; e-mail: mostafa.nassar@acadieu.ca. Acadia University is an equal opportunity employer. Women, aboriginal peoples, visible minorities, and disabled persons are especially invited to apply, in accordance with Canadian employment requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Pure and Applied Science. Department of Computer Science. Applications are invited for tenure-track and tenured faculty positions at the assistant professor level. The Department has strong interests in recruiting faculty members in the areas of computer systems, software systems, computer networks and programming languages; outstanding applicants in other areas of computer science will also strongly encouraged to apply. A PhD in computer science is required. Applicants must demonstrate strong potential for excellence in research and teaching, both graduate and undergraduate. The Department of Computer Science at York has grown to more than 20 faculty members, and offers excellent potential for further growth. York University is the third largest university in Canada. It is located in Metropolitan Toronto, and is within easy reach of downtown Toronto. Applicants should send CV and the names of four references to: Prof. Patrick Dymond, Chair, Department of Computer Science, York University, North York, Ont. M3J 1P3. Applications should be received by January 31, 1993, although later applications may also be considered if positions remain available. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

TRINITY WESTERN UNIVERSITY - Computer Science and/or Mathematics. Subject to budgetary approval, tenure track position(s) at the rank of Assistant Professor or higher, as appropriate. Ph.D either completed or near completion is preferred. Areas of specialization in Computer Science include operating systems, computer theory, and/or natural languages processing, but candidates ought to be able to teach courses at all levels of Computing Science, in Mathematics, specialization is preferred in a pure area. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be addressed to Dr. Jack Van Dyke, Assistant Dean, Faculty of Natural and Applied Sciences, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4 (604) 888-7511. This competition will remain open until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

UNIVERSITY OF WATERLOO - Department of Computer Science. The University of Waterloo invites applications for two tenure-track faculty positions in Computer Science. The Department is looking for candidates in computer graphics and candidates in algorithms and data structures. In computer graphics, the incumbent will be an active contributor to the Computer Graphics Laboratory and provide leadership in core areas such as information visualization, rendering of user interfaces. In algorithms, the incumbent will complement ongoing research activities within the Data Structuring Group, especially in the design and analysis of efficient algorithms for meneging data. A Ph.D. in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITRC: Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three references and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; fwtompa@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - Department of Computer Science. The University of Waterloo invites applications for a one-year definite term lecturing position in Computer Science with possibility of renewal. The Department is looking for candidates in numerical analysis who will participate in teaching courses related to scientific computation at the intermediate and advanced undergraduate level. Evidence of teaching skills is required, and a Ph.D. in Computer Science or equivalent is an asset. Candidates can expect to be appointed at the rank of lecturer or assistant professor, depending on qualifications. Effective date of appointment: January or May 1993. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITRC: Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three references and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; fwtompa@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and Permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF ALBERTA - Department of Computing Science. Applications are invited for a tenure-track position at the Assistant Professor level in the areas of computer graphics and/or human interfaces. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. The Department consists of 35 academic, 29 support staff and offers a graduate program with over 100 M.Sc. and Ph.D. students. Current hardware support for research includes a local area network consisting of a MIPS M/120, a Silicon Graphics 4D/340S computer, over 100 Sun Workstations, four terminal servers, four Fastpath localtalk/Ethernet gateways and an SPS-2 64-PE Supercomputer. Current computer graphics facilities include two Silicon Graphics, two DEC and two Sun workstations, a Data Glove, a head-mounted display, and a single frame video recorder. Well-supported laboratories exist for AI, database, distributed systems, distributed operating systems, graphics, programming languages, robotics, software engineering, telecommunications, vision and visionmimage research. The current salary range minimum is $C40,035 with the appointment level to be commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints of copies of important publications. New Ph.D.'s should include a copy of their transcript. Apply to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1. Applications will be accepted until February 28, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SAINT MARY'S UNIVERSITY - Computing Science/MIS. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for a tenure track position in Computing Science and MIS. The position will commence September 1, 1993 pending budgetary approval. The successful candidate must have strong research and teaching credentials and a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Milton Chew, Chair, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993

WILFRID LAURIER UNIVERSITY - The Department of Physics and Computing invites applications for a limited-term contract position at the Assistant Professor level beginning July 1, 1993. Applicants should hold a Ph.D. in Computer Science or a related field. Candidates in all areas of Computer Science will be considered. Candidates are expected to show promise of a strong commitment to teaching and to continuing an active research program. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity, and offers a smoke free work environment. This position is subject to final budgetary approval. Letters of application accompanied by a C.V. and the names of at least three references should be sent, not later than March 1, 1993, to: Chairperson, Department of Physics and Computing, Wilfrid Laurier University, Waterloo ON N2L 3C5; FAX (519) 884-8854

COUNSELLING

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Counselling or Clinical Psychologist/Assistant Professor in Counselling. Applications are invited for a one year term appointment at the Assistant Professor level. This post is a sabbatical replacement commencing September 1, 1993, subject to budgetary approval, in the University Counselling Centre. Doctorate in counselling or clinical psychology from a recognized university. Consideration can be given to abd candidates. We are seeking a generalist with experience working with survivors of emotional, physical and sexual abuse as well as women's issues. The individual must have additional interest and expertise in one of the special areas such as career planning or health oriented counselling. In addition to involvement with an innovative interdisciplinary training program, duties will include personal and group counselling responsibilities across a broad spectrum of student concerns. Salary levels are competitive and negotiable depending on qualifications and experience in accordance with the collective agreement. Applicants should send a letter of application, curriculum vitae, and the names of three references to: Dr. B. Mark Schoenbarg, Director, University Counselling Centre, Memorial University of Newfoundland, St. John's, NF A1C 5S7. The closing date for receipt of applications is April 30, 1993, or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

CAMPBELL RIVER UNIVERSITY OF NEWFOUNDLAND - Counselling or Clinical Psychologist. Applications are invited for a tenure-track position at the rank of Assistant Professor in the University Counselling Centre. Qualifications: Doctorate in counselling or clinical psychology from a counselling or clinical psychology from a accredited North American dental program. Salary and rank will be commensurate with experience. Two half-days per week of extramural practice privilege are available. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until February 26, 1993. Qualified candidates may submit their letter of application, a curriculum vitae, and the names and addresses of three references to: Dr. Arnid I. Ismail, Chair, Department of Pediatric and Community Dentistry, Faculty of Dentistry, Dalhousie University, Halifax, N.S. B3H 3J5.

CRIMINOLOGY

SIMON FRASER UNIVERSITY. The School of Criminology is inviting applications for one two-year limited-term position at the Assistant Professor level which, subject to final budgetary approval, will be available from the start of the 1993/94 academic year. The School has a well-established undergraduate programme with 660 majors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and Ph.D.; there are 62 students enrolled in such programmes. The Graduate Programme has teaching and research interests in the following five core areas: criminological theory, the phenomenology of crime, criminal justice policy analysis, law and society, control and research methods. The teaching faculty is multi-disciplinary and, at present, consists of 21 members. A CLUE accompanied by at least one other graduate degree (e.g. Ph.D., LL.M and/or J.S.D), with demonstrated teaching interests one or more of the following areas: criminal law and procedure, human rights and civil liberties, and criminal justice policy and law reform. Note: In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents of Canada. However, if suitable Canadian applicants cannot be determined, individuals from other countries will be considered 3. To conduct courses in one or more of the areas of criminal law and procedure, human rights and civil liberties, and criminal justice policy and law reform. 4. Dependent on qualifications and experience. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. 5. Applications will be treated in confidence, and should be sent together with c.v. and names and addresses of at least three referees to: Dr. Margaret Jackson, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. 6. The successful candidate may commence duties on 1 September, 1993. 7. Applications will be accepted until 15 January, 1993.

DENTISTRY

DALHOUSIE UNIVERSITY - The Faculty of Dentistry, Dalhousie University, Halifax, Nova Scotia is seeking applications for a full-time, tenure-track faculty position in the Division of Pediatric Dentistry. Responsibilities include serving as Division Head, undergraduate didactic teaching, clinical and preclinical teaching, and research activity, with preference given to those with an interest and/or history of clinical research. Applicants must be certified specialists in Pediatric Dentistry with a M.S., or preferably a Ph.D. degree, and be eligible for certification by the Royal College of Dentists. Eligibility for licensure to practice pediatric dentistry in the Province of Nova Scotia is required. Applicants must have graduated from an accredited North American dental program. Salary and rank will be commensurate with experience. Two half-days per week of extramural practice privilege are available. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until February 26, 1993. Qualified candidates may submit their letter of application, a curriculum vitae, and the names and addresses of three references to: Dr. Arnid I. Ismail, Chair, Department of Pediatric and Community Dentistry, Faculty of Dentistry, Dalhousie University, Halifax, N.S. B3H 3J5.

DRAMA

THE UNIVERSITY OF CALGARY Department of Drama invites applications for an Assistant Professor (tenure-track) effective July 1, 1993 (subject to funding). The Department is seeking a candidate with expertise in some combination of the following areas: Theatre History, Dramatic Literature, Film Studies, Acting, Directing, and Developmental Drama. Responsibilities include teaching a range of courses, supervising students at the graduate level, conducting a personal program of research, and occasionally directing productions in the Department's main season of plays. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. The University has a Dual Career Assistance Program for spouses. Applications, with curriculum vitae and three letters of reference, should be sent before December 30, 1992 to: Dr. James Dugan, Head, Department of Drama, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4

DRAMATIC ART

UNIVERSITY OF WINDSOR - School of Dramatic Art, Drama in Education. Applications are invited for a tenure-track position, at the Assistant Professor level in the School of Dramatic Art, to commence July 1, 1993. The School of Dramatic Art offers honours degree programs in Acting, Music Theatre, Drama in Education and Drama. The successful candidate will teach primarily within the B.A. (Hons.) program in Drama in Education and, therefore, must have demonstrated teaching ability in this area. Ability to teach in other areas within the School is highly desirable. Applicants should hold an M.F.A. or a Ph.D. in a relevant area and have previous university teaching experience. A current teacher's certificate will also be considered an asset. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. The deadline for applications is January 15, 1993. Candidates should send a complete curriculum vitae and arrange for three references to be sent to: Professor Barrie Warren, Director, School of Dramatic Art, University of Windsor, Windsor, Ontario, N9B 3P4; FAX (519) 973-7050.

ECONOMICS

THE UNIVERSITY OF CALGARY Department of Economics invites applications for two academic positions (tenure-track) at the Assistant Professor level effective July 1, 1993. Of special interest to the department are candidates specializing in Pacific or international economics. However candidates in other fields are strongly encouraged to apply and will be considered seriously. Applicants should have a Ph.D. in Economics, or expect to complete by July 1993, show promise of becoming a productive scholar and be able to teach effectively at the undergraduate and graduate level. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. In accordance with this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Calgary offers a Dual Career Assistance Program for spouses. Applicants should send a curriculum vitae and the names of three referees before December 31, 1992 to: Dr. R.N. McRae, Head, Department of Economics, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4

THE UNIVERSITY OF TORONTO, Scarborough Campus, invites applications for a tenure-stream position, rank open, in Labour Economics or Industrial Organization, to commence July 1, 1993. Candidates must have a Ph.D. or equivalent and show the potential of becoming strong scholars and effective teachers. Candidates for Associate or Full Professor position must have established reputations as scholars, as evidenced by publications, and must be effective teachers. The appointment is based at Scarborough Campus where all undergraduate teaching takes place. The position involves a major commitment to ongoing research. The position also involves graduate teaching which takes place at the St. George Campus of the university. Salary is commensurate with qualifications. Interested candidates should provide a c.v. and the names of three references. The closing date for applications is February 1, 1993 and should be sent to G.J. Anderson, Chair, Department of Economics, 150 St. George St., Toronto, Canada, M5S 1A1.

UNIVERSITY OF REGINA - The Department of Economics invites applications for a tenure stream or term position at the Lecturer/Assistant Professor level. This appointment, which is subject to budgetary approval, will commence on July 1, 1993. Applicants from all fields will be considered. Teaching interests in the fields of resources, public sector economics, development and trade will be an asset. Applicants must have a Ph.D. (or near completion). Applicants should send their curriculum vitae and transcript, and arrange for the forwarding of three letters of reference to: Professor D. de Vlieger, Dean of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. The closing date for applications is March 31, 1993 or until position is filled. The University of Regina is committed to employment equity. We encourage applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. THOMAS MORE COLLEGE, UNIVERSITY OF SASKATCHEWAN, invites applications for a tenure-track appointment in Economics at the Assistant Professor level commencing on July 1, 1993. Candidates should have the Ph.D. in hand or firmly expected by July 1993, and show promise in research and teaching. The area of specialization is open. Salary is competitive and is negotiable in accordance with qualifications and experience. This position is open to both men and women and, in accordance with Canadian immigration requirements is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcript of academic record and three letters of reference should be sent to Kevin Costigan, Dean, Department of Economics, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Closing date for applications is February 15, 1993. St. Thomas More College is a Catholic College federated, i.e., academically integrated, with the University of Saskatchewan. Subject to budgetary approval.

UNIVERSITÉ DE MONTRÉAL - Le Département de sciences économiques de la Faculté des arts et des sciences de l'Université de Montréal désire combler six à sept postes de professeure ou professeur régulier à plein temps (possibilité de nomination à titre d'agrégé ou de titulaire au début, avec contrat minimal de trois ans). Fonctions: enseignement aux trois cycles; encadrement d'étudiants; recherche scientifique; participation au fonctionnement de l'institution. Trois postes concernent l'économie des transports, de l'environnement ou l'économie spatiale avec demi-détachement de recherche au Centre de recherche sur les transports. Exigences: Ph.D. en sciences économiques (ou sur le point d'être complété); aptitudes à l'enseignement universitaire et à la recherche scientifique; universitaires de réputation internationale pour les postes d'agrégé ou de titulaire. Le champ de spécialisation en sciences économiques n'est pas primordial. Traitement: selon la convention collective. Date d'entrée en fonction: été 1993. Les personnes intéressées doivent faire parvenir leur curriculum vitae, un dossier académique et les noms et adresses de trois personnes pouvant fournir des recommandations, avant le 31 décembre 1992 à: M. Claude Montmarquette, directeu, Département de sciences économiques, Université de Montréal, C.P. 6128, succursale A, Montréal (Québec), H3C 3J7, Tél.: (514) 343-6539; Télécopieur: (514) 343-

Dalhousie University
Vice-President (Academic and Research)

Applications and nominations are invited for the position of Vice-President (Academic and Research) at Dalhousie University.

Dalhousie University has an enrolment of approximately 11,000 tull-time students — 9,000 undergraduate and 2,000 graduate — and has an operating budget of $118 million.

The Vice-President (Academic and Research) is the senior Vice-President, responsible to the President. The successful candidate will work with senior university officers, the Senate, the Deans of the Faculties of Arts and Social Sciences, Dentistry, Graduate Studies, Health Professions, Henson College, Law, Management, Medicine, and Science and the Director of the School of Education in the planning, evaluation and administration of academic and research programs, personnel and resources. Candidates should be recognized scholars with qualifications appropriate for a senior faculty appointment and should have suitable experience in university administration, with excellent communication and interpersonal skills.

The appointment is normally for a term of five years and will commence on July 1, 1993. Applications should include biographical information and the names of three referees familiar with the applicant's administrative experience.

Applications and nominations should be submitted by **Jan. 15, 1993** to:

The Secretary
Search Committee, Vice-President
(Academic and Research)
c/o Senate Office, Dalhousie University
Halifax, Nova Scotia B3H 3H6

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an employment equity/affirmative action employer. The university encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Applications and nominations will be treated confidentially.

UNIVERSITY OF MANITOBA
DIRECTOR OF ADMISSIONS

The University of Manitoba is accepting nominations and applications for the position of Director of Admissions by February 1, 1993. The Admissions Office is responsible for the processing of all applications for admissions to undergraduate and professional programs and has primary responsibility for all liaison activities at the University. It operates on an annual budget of $950,000 with a full-time staff equivalent of 20.

Reporting to the Vice-Provost (Student Affairs), the Director has sole responsibility for the implementation and administration of the undergraduate admission policies as formulated by faculties and schools and approved by Senate. The primary functions of the position are the establishment, and operation of all programs and services related to the admission of students, including the processing of over 18,000 applications annually, the development and use of creative strategies to enhance the recruitment of students to the University, and the maintenance of effective relationships with external agencies and senior government officials.

The successful candidate will have a minimum of a university degree with a graduate degree preferred. Significant administrative background required and experience in the university admissions process advantageous. This is a senior management position requiring demonstrated ability in program development, budgeting and personnel management, knowledge of computer applications and advance technology to the admissions process, an appreciation and understanding of education policies and systems and exceptional interpersonal and communication skills.

The University of Manitoba encourages applications from qualified women and men including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This ad is directed to Canadian citizens and permanent residents. Salary will be commensurate with education and experience and subject to negotiation.

Applications, a curriculum vitae and the names and addresses of referees or requests for information should be forwarded to **Dr. David R. Morphy, Chair, Search Committee for the Director of Admissions, c/o Employee Relations Office, Room 317, Administration Building, The University of Manitoba, Winnipeg, Manitoba R3T 2N2** by **January 15, 1993.**

5831; Email: MONTMAH@ERE.UMONTREAL.CA. Ces postes sont sujets à approbation budgétaire. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. (0158)

UNIVERSITE LAVAL, Faculté des sciences de l'administration - Le département d'économie appliquée à la gestion de la Faculté des sciences de l'administration de l'Université Laval sollicite des candidatures au poste de professeur(e) adjoint(e) en économie internationale et en organisation industrielle pour le 1er juin 1993. Les candidat(es) doivent être titulaire (ou sur le point de compléter) un doctorat en économique avec concentration en économie internationale ou en organisation industrielle. Les candidat(es) doivent manifester des aptitudes et de l'intérêt pour l'enseignement et le travail au sein d'une équipe de recherche. Ils(elles) doivent pouvoir enseigner en français. Le salaire peut varier entre 45 000 $ et 55 000 $ selon l'expérience. Les candidais(es) doivent acheminer leur curriculum vitae détaillé à: André Berbe'humeur, directeur, Département d'économie appliquée à la gestion, Faculté des sciences de l'administration, Université Laval, Ste-Foy, Qué. G1K 7P4.

YORK UNIVERSITY - The Faculty of Administrative Studies anticipates one tenure track position at the assistant professor level starting July 1993. Rank and salary will be commensurate with qualifications and experience. Scholarship of high quality, excellence in teaching and an orientation toward the application of economics to management decision-making and public policy are desired. Applicants should have a Ph.D. or expect to complete the degree by the Summer of 1993. Macroeconomics is the preferred specialization but candidates interested in the international aspects of other fields of specialization will be considered. Teaching will chiefly be at the MBA and BBA levels with some opportunity to participate in Ph.D. level supervision in economics and international business. The successful candidate may also have an opportunity to participate in the recently introduced international MBA program. This position is subject to budget approval. York University is implementing a policy of employment equity. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Please submit curriculum vitae and names of references: Prof. Bernard M. Wolf, Area Coordinator in Economics, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario M3J 1P3 Canada; Telephone: (416) 736-5068; FAX: (416) 736-5687. Deadline for submission: when position is filled.

UNIVERSITY OF SASKATCHEWAN - Aseletent or Associate Professor of Economics. Two tenurable positions are available (subject to budgetary approval) and all fields of specialization will be considered. One position may be filled at the Associate Professor rank. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1993, and it show promise in research and teaching. Candidates for the rank of Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment is effective 1 July 1993; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Peter Forsyth or Ken Lucas, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. These positions have been approved for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Applications close when the position is filled, but in any case not before 31 January 1993. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged to apply.

WILFRID LAURIER UNIVERSITY, Department of Economics. Applications are invited for appointments beginning July 1, 1993 Ph.D., or near Ph.D., preferably with some teaching and research experience. Duties include teaching at the undergraduate and master's level and research. The Department is particularly interested in candidates in the areas of microeconomics, public finance, and quantitative but candidates in other areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. A smoke-free working environment is provided. Applications with curriculum vitae and the names of three references should be sent to Dr. Frank Millerd, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

EDUCATION

LAKEHEAD UNIVERSITY - The School of Education at Lakehead University invites applications for the contract position of Co-ordinator, Native Language Instructor's Program. This appointment is expected to be renewable, contingent upon targeted government funding. Candidates should hold as a minimum a Masters degree in a relevant discipline, demonstrate a knowledge of Algonquian languages especially Cree and Ojibway, have qualifications and experience in second language education, must hold a teaching certificate, and be sensitive to the culture of Native peoples. Preference will be given to candidates of Aboriginal ancestry. Duties will include an appropriate combination of administration, teaching student supervision and scholarship. Salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. A.D. Bowd, Director, School of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginel peoples, and persons with disabilities.

LAKEHEAD UNIVERSITY - The School of Education at Lakehead University invites applications for a probationary (tenure-track) position in Educational Foundations. Applicants for this position should have completed a doctoral degree in any area of educational foundations, and should have school teaching experience. Duties will include teaching pre-service (undergraduate) courses, teaching and supervision at the graduate (Masters) level, and supervision of student teaching practica. Some off-campus teaching may be required. Salary and rank will be commensurate with qualifications and experience. This position is subject to final budgetary approval and the start date will be August 1, 1993. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. A.D. Bowd, Director, School of Education, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF SASKATCHEWAN - The Department of Educational Foundations invites applications for a tenure-track position in Educational Foundations at the level of Assistant Professor. Applicants must be teminist schoiars capable of utilizing feminist pedagogy in teaching education and women's studies courses. The successful candidate will join others in the department whose major responsibilities are teaching graduate and undergraduate courses, supervising practicum, and doing research. A Ph.D. in one or more of the foundation disciplines, and teaching experience are preferred. Starting salary: $42,865 subject to final budgetary approval. We encourage women to apply. The appointment will begin July 1, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity. Applications should be sent to Professor Don Cochrane, Department of Educational Foundations, College of Education, University of Saskatchewan, Saskatoon, SK S7N 0W0. Closing date for applications: February 15, 1993.

UNIVERSITY OF SASKATCHEWAN - The Department of Educational Foundations invites applications for a tenure-track position in Curriculum and Narrative Education subject to final budgetary approval. Rank and salary are open and commensurate with qualifications and experience Ph.D. and teaching experience preferred. The successful candidate will join others in the department whose major responsibilities are in the area of Aboriginal/Cross-cultural education. Together, they will be responsible for teaching graduate and undergraduate courses, working closely with native students, supervising practicum, counselling native students, and research. Department members are expected to have a sound grasp of gender issues in education. We encourage women and persons of Native ancestry to apply. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of Employment Equity. Applications should be sent to Professor Don Cochrane, Department of Educational Foundations, College of Education, University of Saskatchewan, Saskatoon, SK S7N 0W0. The appointment would begin on July 1, 1993 Closing date for applications: February 15, 1993.

UNIVERSITY OF ALBERTA. Applications are invited for a position in Teacher Education in the Department of Elementary Education with specialization in Music Education at the Assistant Professor level with a current salary range of $40,035 to $57,000. Date of appointment July 1, 1993. Duties will include undergraduate and graduate teaching in curriculum and instruction courses in music education and general methodology, the supervision of field experience and graduate supervision. Candidates should have academic background in music education. Certification in the Kodaly Method and/or training in early childhood music methods and/or expertise in children's choice techniques is preferred. Doctorate (or near completion) and teacher certification are required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, and names of three referees, should be submitted by January 15th, 1993 to Dr. Robert Jackson, Chair, Department of Elementary Education, Room 151 Education South, University of Alberta, Edmonton, Alberta T6G 2G5. The University of Alberta has a Spousal Employment Assistance Policy within the limits of current Canada Employment and Immigration requirements. This position is subject to available funding. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF BRITISH COLUMBIA - The Department of Mathematics & Science Education at the University of British Columbia, Invites application for a full-time, tenure track academic appointments in the education of pre-service Assistant Professor level. The appointment will become effective July 01, 1993, and will be subject to final budgetary approval. The Faculty offers programs leading to Ph.D., Ed.D., M.A. and M.Ed. degiees, the Diploma in Education, and the B.Ed. degree with teacher certification. All applicants should have a doctoral degree, evidence of research competence, a well-defined research program. Appointment may be considered at a higher rank for a women with exceptional qualifications. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications is January 31, 1993. Letters of application, curriculum vitae, the names, addresses and phone/FAX numbers of three referees; a statement of research interests and any published articles should be sent to Dr. David Robitaille, Head, Department of Mathematics and Science Education, Faculty of Education, University of British Columbia, Vancouver, B.C., V6T 1Z4.

UNIVERSITY OF ALBERTA - The Department of Elementary Education, Faculty of Education, University of Alberta, is seeking an instructor for Intersession 1993 to teach one six-credit graduate course - ED EL 596: Curriculum Change and Teacher Reflection, as part of an intensive Summer Institute on Reflective Practice co-sponsored by the Departments of Educational Administration and Elementary Education. The institute will be taught July 5 - July 23, 1993. Instructors will be required to participate in a range of small group and large group activities as part of the Summer Institute. Qualifications should include: 1) understanding diverse views of knowledge, society, and how children and teachers learn, 2) understanding of the ways in which teacher reflection and teacher thought processes influence curriculum development and change; 3) ability to relate item #1 and #2 to teachers' and administrators' current work in schools; 4) understanding of the theory and research in teacher education, curriculum theory, and teacher reflection; 5) ability to help students reflect on their own instructional practices; 6) experience with and knowledge of research in teaching, teacher education and curriculum; 7) a Ph.D. and relevant teaching experience with graduate students; 8) experience in working in collaboration with school based faculty and graduate students; 9) an established research and publication record in: teacher reflection, curriculum change, the interconnections between teacher reflection, school structure and curriculum change. Salary at the professor level is $6578. Closing date for receiving applications is December 31, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5.

UNIVERSITY OF ALBERTA - The Department of Elementary Education, Faculty of Education, University of Alberta is seeking an instructor for Intersession 1993 to teach one six-credit graduate course - ED EL 596: Collaboration and Writing as part of an intensive Summer Institute co-sponsored by the Departments of Educational Administration and Elementary Education. The course is part of the Summer Institute on Reflective Practice. The institute will be taught July 5 - July 23, 1993. Instructors will be required to participate in a range of small group and large group activities as part of this Summer Institute. Qualifications should include: 1. extensive experience in teaching writing, K - 12, with involvement in writing projects such as "learning about learning" or the "national writing project." 2. specialization in the areas of action research, reflective practice and collaborative work with teachers, administrators and university faculty. 3 experience in teacher education at the undergraduate and graduate (in-service) levels. 4. experience in workshop approaches to effective writing for teachers, writing for learning, and the interface between writing and reading. 5. postgraduate qualifications in English Language Arts and Teacher Education. Salary at the professor level is $6578. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is December 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications accompanied by curriculum vitae and relevent scholarly papers should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5.

UNIVERSITY OF VICTORIA - The Faculty of Education will require Sessional Instructors during the 1993 Summer Session. Applications are invited for the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Educational Foundations; Special Education; Educational Technology; Undergraduate Courses: Reading/Language Arts; Foundations; English as a Second Language, Educational Psychology; Child Adolescent Development; Exceptional Children; Learning Disabilities; Counselling; Media and Library Education; Educational Technology; Science Education; Mathematics Education; Social Studies Education. Preference will be given to candidates eligible for employment in Canada at time of application. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Send application letter and curriculum vitae, by March 1, 1993, to: Dr. F.I. Bell, Acting Associate Dean, Faculty of Education, University of Victoria, P.O Box 3010, Victoria, B.C V8W 3N4

EDUCATIONAL ADMINISTRATION

UNIVERSITY OF SASKATCHEWAN - The Department of Educaitonel Administration, University of Saskatchewan, is seeking to fill two (2) full-time tenure track positions at the assistant professor level. Subject to budget approval, the appointments will be effective July 1, 1993. The Department offers graduate programs leading to the Postgraduate Diploma, the M.Ed. and Ph.D. degrees and teaches two courses in the undergraduate B.Ed program. The average full-time graduate enrollment is 20-25 each year and the part-time enrollment 150-180. The Department is seeking applicants who have an interest in working in a collegial environment, a desire to assist in the provision of administrative preparation of school administrators and a commitment to excellence in teaching, service to the field of education and the development of scholarship in educational administration. Successful candidates will join faculty and graduate students; 9) an established research and publication record in: teacher reflection, school structure and curriculum change. Salary at the professor level is $6578. Closing date for receiving applications is December 31, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5.

UNIVERSITY OF ALBERTA - The Department of Elementary Education, Faculty of Education, University of Alberta is seeking an instructor for Intersession 1993 to teach one six-credit graduate course - ED EL 596: Curriculum Change and Teacher Reflection, as part of an intensive Summer Institute on Reflective Practice co-sponsored by the Departments of Educational Administration and Elementary Education. The institute will be taught July 5 - July 23, 1993. Instructors will be required to participate in a range of small group and large group activities as part of the Summer Institute. Qualifications should include: 1) understanding diverse views of knowledge, society, and how children and teachers learn, 2) understanding of the ways in which teacher reflection and teacher thought processes influence curriculum development and change; 3) ability to relate item #1 and #2 to teachers' and administrators' current work in schools; 4) understanding of the theory and research in teacher education, curriculum theory, and teacher reflection; 5) ability to help students reflect on their own instructional practices; 6) experience with and knowledge of research in teaching, teacher education and curriculum; 7) a Ph.D. and relevant teaching experience with graduate students; 8) experience in working in collaboration with school based faculty and graduate students; 9) an established research and publication record in: teacher reflection, school structure and curriculum change. Salary at the professor level is $6578. Closing date for receiving applications is December 31, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications accompanied by curriculum vitae and relevant scholarly papers should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5.

UNIVERSITY OF ALBERTA - The Department of Elementary Education, Faculty of Education, University of Alberta is seeking an instructor for Intersession 1993 to teach one six-credit graduate course - ED EL 596: Collaboration and Writing as part of an intensive Summer Institute co-sponsored by the Departments of Educational Administration and Elementary Education. The course is part of the Summer Institute on Reflective Practice. The institute will be taught July 5 - July 23, 1993. Instructors will be required to participate in a range of small group and large group activities as part of this Summer Institute. Qualifications should include: 1. extensive experience in teaching writing, K - 12, with involvement in writing projects such as "learning about learning" or the "national writing project." 2. specialization in the areas of action research, reflective practice and collaborative work with teachers, administrators and university faculty. 3 experience in teacher education at the undergraduate and graduate (in-service) levels. 4. experience in workshop approaches to effective writing for teachers, writing for learning, and the interface between writing and reading. 5. postgraduate qualifications in English Language Arts and Teacher Education. Salary at the professor level is $6578. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is December 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Applications accompanied by curriculum vitae and relevent scholarly papers should be sent to: Dr. Robert K. Jackson, Department of Elementary Education, Faculty of Education, 551 Education South, University of Alberta, Edmonton, AB T6G 2G5.

UNIVERSITY OF VICTORIA - The Faculty of Education will require Sessional Instructors during the 1993 Summer Session. Applications are invited for the following areas: Graduate Courses: Curriculum Studies; Educational Psychology; Counselling; Educational Administration; Reading and Language Arts; Educational Foundations; Special Education; Educational Technology; Undergraduate Courses: Reading/Language Arts; Foundations; English as a Second Language, Educational Psychology; Child Adolescent Development; Exceptional Children; Learning Disabilities; Counselling; Media and Library Education; Educational Technology; Science Education; Mathematics Education; Social Studies Education. Preference will be given to candidates eligible for employment in Canada at time of application. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Send application letter and curriculum vitae, by March 1, 1993, to: Dr. F.I. Bell, Acting Associate Dean, Faculty of Education, University of Victoria, P.O Box 3010, Victoria, B.C V8W 3N4

ENDOCRINOLOGY

OTTAWA CIVIC HOSPITAL - UNIVERSITY OF OTTAWA: Post-Doctoral Fellow/Research Assistant. Position available immediately in obesity research for a candidate with Ph.D. or equivalent and 2-3 years experience in molecular biology, specifically including cDNA library construcuon and PCR. In accordance with Canadian Immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents of Canada. Send curriculum vitae and the names of 3 references to. Dr. D.C.W. Lau, Division of Endocrinology and Metabolism, Ottawa Civic Hospital, 1053 Carling Ave., Ottawa, ON, K1Y 4E9.

ENGINEERING

UNIVERSITY OF TORONTO - The Power Devices & Systeme Research Group in the Department of Electrical Engineering at the University of Toronto is seeking a Research Associate in the area of low frequency computational electromagnetics. The candidate must have a doctorate degree in Electrical Engineering with e demonstrated capability in developing finite element and integral equation methods for the analysis of industrial processes and power equipment. A strong grounding in applied mathematics and post-doctoral experience are a considerable asset. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons. Please send resume to: J.D. Lavers, Department of Electrical Engineering, University of Toronto, Toronto M5S 1A4.

CONCORDIA UNIVERSITY - The Department of Electrical and Computer Engineering invites applications for a tenure-track faculty position at the assistant/associate professor level. The position is in the area of analog electronics. The applicant must have a strong background in analog integrated circuit design with emphasis on current-mode techniques. The applicant must also be well-versed with the recent advances in the integrated circuit technologies such as complementary bipolar, CMOS VLSI, and gallium arsenide processings. Responsibilities include graduate and undergraduate teaching, research, and supervision of graduate students in the above area. The candidate should have a Ph.D. in Electrical Engineering and a strong interest in both research and teaching. The department currently has 45 full-time faculty members and is strongly committed to research excellence. The department offers Bachelor's programs in Electrical Engineering and Computer Engineering, and Master's and Doctoret programs in Electrical Engineering. There are currently over 450 undergraduate and 150 graduate students of whom approximately 50 are doctoral students The department has a state-of-the-art VLSI circuit design laboratory. In accordance with Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginel persons, visible minorities and disabled persons. Other things being equal, women candidates shall be given priority Applications will be accepted until the position is filled. Applicants should send a resumBé and the names of at least three references to: Dr. J.C. Giguéra, Acting Chair, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8 Canada: Fax: 514-848-2802.

UNIVERSITY OF SASKATCHEWAN - The Department of Chemical Engineering, University of Saskatchewan invites applications for a tenure track faculty position at the Assistant Professor level. Candidates must have a Ph.D. in chemical engineering. Industrial or postdoctoral experience is desirable. The Department seeks outstanding candidates who are committed to excellence in undergraduate and graduate teaching, and who are expected to develop a strong research program. The Department is looking for applicants with research and teaching interests in reaction engineering. Specialization in biochemical or environmental reaction engineering is desirable. Applicants with process control in these areas of chemical engineering will also be considered. The University of Saskatchewan has over 16,000 students, including 1100 undergraduates and 300 graduate students in the College of Engineering. The University is housed on an attractive campus overlooking the South Saskatchewan river in Saskatoon, a city of approximately 200,000. The Department of Chemical Engineering has 9 members, and offers B.E., M.Sc., and Ph.D. degrees. The Department is committed to excellence in undergraduate and graduate education, and to the continued growth of a diverse research program. A review of the applications will begin January 15, 1993 and continue until the position is filled. A curriculum vitae, a statement of teaching and research interests, and names of three references should be sent to Head, Department of Chemical Engineering, University of Saskatchewan, Saskatoon, Canada, S7N 0W0. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents The University of Saskatchewan is committed to the principles of employment equity.

UNIVERSITY OF ALBERTA. Applications and nominations are invited for up to two full-time tenure track positions in mining engineering. Candidates should have a strong interest in one or more of the following fields: surface mining systems, materials handling and transportation, mine equipment selection and maintenance, mine planning, ore reserve estimation and operations research. While vacancies are primarily in these areas, consideration will also be given to outstanding candidates with other specialties in mining engineering. Ideally, the successful candidate will have a PhD or an MSc in mining engineering A preference will be given to those candidates with relevant industrial experience. The intention is to appoint at the level of Assistant Professor, however higher levels will be considered if appropriate. The current annual base salaries for assistant, associate, and full professor are $40,035, $49,423, and $61,593, respectively. These faculty members will be required to teach undergraduate and graduate courses in mining engineering, supervise graduate students, and carry out an active research program in their area of specialization. Demonstrated ability and willingness to conduct research in cooperation with the mining industry and to publish scholarly research are essential The University of Alberta is one of the largest in Canada with over 24,000 students. The Faculty of Engineering has over 2200 undergraduate students. The Department of Mining, Metallurgical and Petroleum Engineering offers BSc, MSc, and PhD programs in each of these three disciplines. The Department has 17 faculty, 180 undergraduate students, and 60 graduate students. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Please submit Curriculum Vitae, a description of teaching and research goals and interests, together with the names of three referees to: K Banon, Chairman, Department of Mining, Metallurgical and Petroleum Engineering, University of Alberta, Edmonton, Canada, T6G 2G6. Phone (403) 492-2667, FAX (403) 492-3409. Applications will be accepted until February 1st, 1993. The University of Alberta is committed to the principle of equity in employment. Applications are encouraged from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITY OF ALBERTA - Department of Civil Engineering: Water

Memorial
University of Newfoundland

EMPLOYMENT OPPORTUNITY

Faculty Positions

The Faculty of Business Administration, Memorial University of Newfoundland, is seeking applications for faculty positions in several functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions, and appointments are possible at all ranks. Employment dates are flexible, and salaries are competitive and dependent upon qualifications and experience. Tenure track applicants should hold a doctoral degree in business or be near completion. The Faculty has institutes in the area of small business and management development. In accordance with Canadian Immigration requirements, this advertisement, in the first instance, is directed to Canadian citizens and permanent residents.

Memorial University is committed to employment equity.

Please send 2 copies of your CV to: Dr. Rick Roskin, Dean
Faculty of Business Administration
Memorial University of Newfoundland
St. John's, NF Canada A1B 3X5
Telephone: (709) 737-8851 Fax: (709) 737-7650

Hong Kong Polytechnic

Department of Building Services Engineering

Lecturer in Building Services Engineering

The appointee is expected to (a) undertake teaching in at least one of the following subjects up to master degree level: efficient use of energy / HVACR services / mechanical services / electrical services / fire services engineering / lighting / indoor air quality / acoustics / computer-aided-design; (b) engage in research in one of the departmental themes: health, safety and energy aspects of buildings; and (c) supervise higher degree research projects up to PhD level in those subject areas. Candidates should have a doctoral degree in engineering or science related to building services.

Salary:
Lecturer: HK$237,120 p.a. - HK$409,140 p.a.
(Note: CAD$1 = HK$6.225 as at 5 November 1992)

Initial appointment will be on a renewable 2-year 25% gratuity-bearing contract with generous fringe benefits.

Send curriculum vitae and names of three referees to the Generel Secretariat, Hong Kong Polytechnic, Hung Hom, Kowloon, Hong Kong before December 31, 1992, (fax (852) 3642186) or (E-mail BITNET HKPOLY@HKPCC.HKP.HK).

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1993 in the following fields: Signal transmission in biological membranes, phospholipid metabolism in nervous tissues, lipid biochemistry, lipid peroxidation, eicosanoid metabolism, cell cultures, enzyme purification; Alzheimers Disease, Multiple Sclerosis; Molecular Biology (transcriptional regulation; DNA sequencing); Biochemical Pharmacology (Serotonin receptors); Biochemistry (Protein isolation and enzymology); Health services research utilizing large computerized data bases; Health program planning and evaluation, Health status assessment; Selective release of fatty acids from mammalian cells, Inhibition of cancer cell proliferation by alkylisophospholipids; Studies in chronic fetal sheep of the development of the control of breathing using extracellular neuronal recording and stimulation techniques; Developmental biology and study of genes using the chick embryo model system; The cell biology of platelets and neutrophils, The treatment of children with cancer; Genome analysis; Biochemical mediators of allergic inflammation, airway responsiveness in asthma, cytokines, immunoglobulins, monoclonal antibody production; Immunology, Immunopathology, Allergy, Protein Chemistry, Recombinant DNA Technology, Molecular Biology, Immunogenetics, Allergens, Monoclonal Antibody Production, Flow Cytometry, Organic Chemistry of Natural Macromolecules, Chemistry of Biopolymers, Regulation of the Immune Response, Structure-Function Relationships of Fc Receptors, Immunological Tolerance, Tolerogenic Conjugates, Antigen-Polymer Conjugates, Idiotypic Networks; Tissue Culture Technology, Cellular Immunology, Immunosuppression, Hybridoma Technology, T Cell Receptors; Neurobiology; neurophysiology; neural regeneration; Endrocrinology; hormone regulation; hormone genes; growth factors; hormone action; characterization of genes; molecular endocrinology; developmental endocrinology; Molecular physiology; Cardiovascular physiology; vascuier smooth muscle hypertension; hypertension research; protein electrophoresis; pulmonary physiology. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to Mrs. Jean Zushman, Executive Assistent to the Vice-President (Academic) and Provost, Room 202 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

Resources Engineering Professor. Applications are invited for a full-time tenure track position in the field of Water Resources Engineering commencing July 1, 1993. The intension is to appoint at the level of Assistant Professor with a salary range of $40,035.00 - $57,003.00. Higher levels may be considered if appropriate. The applicant should have or be about to complete a Ph.D. with specialization in Water Resources. The successful applicant will be expected to: engage in research in Water Resources Engineering; and instruct undergraduate and graduate level courses in Water Resources Engineering, and instruct at the undergraduate level in other aspects of Civil Engineering education. Preference will be given to those with an interest in cold regions hydrology and hydraulics. The University of Alberta, founded in 1908, is the second largest university in Canada. It is situated in Edmonton, a city of 750,000. On average, there are 90 students in the graduating class and about 150 graduate students in Civil Engineering. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit applications, including resume, employment history and names of at least three referees to: Dr. Daniel W. Smith, Chair, Department of Civil Engineering, Room 220 Civil Electrical Building, Edmonton, Alberta T6G 2G7; Telephone: (403) 492-4138; Fax: (403) 492-0249. Application Deadline: January 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF ALBERTA - Department of Civil Engineering: Assistant Professor - Structural Engineering. The Position: Applications are invited for a tenure-stream faculty position at the Assistant Professor level in the area of Structural Engineering commencing July 1, 1993 or earlier. The salary range for the Assistant Professor level is $40,005. to $57,003. There is specific interest in candidates with strong research interests in reinforced and prestressed concrete design. A strong background in concrete as a material would be an asset. Outstanding candidates with abilities in other aspects of Structural Engineering would be seriously considered. Applicants should hold a doctoral degree or equivalent and have a demonstrated commitment to teaching and research in the university environment. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Structural Engineering and assist in the teaching of other engineering courses at the undergraduate level. The University: The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergreduate and 4,000 graduate students. The Structural Engineering program has more than 50 graduate students and nine full-time faculty members supported by two full-time technical staff and several research associates. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 670,000 people and offers a diverse array of cultural and sporting activities year round and has one of the lowest costs of living in Canada. Application Procedure: In accordence with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send e curriculum vitae including employment history, a statement concerning research and teaching interests, and names of least three references to: Dr. Daniel W. Smith, Chair, Department of Civil Engineering, Edmonton, Alberta T6G 2G7. Telephone: (403) 492-4138, Fax: (403) 492-0249 Application Deadline: January 31, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF CALGARY Department of Mechanical Engineering invites applications for an Assistant Professor (tenure-track) effective July 1, 1993. Candidates should have a PhD in Mechanical Engineering or a related field. Industrial and teaching experience will be an advantage. The position will require expertise in the areas of solid mechanics and control engineering and knowledge of the new area of Mechatronics. The successful candidate will be expected to teach at the undergraduate and graduate level in both Mechanical and Manufacturing Engineering. An interest in developing research in the applications of control engineering/mechatronics would be a relevant and additional advantage. The position is subject to available funding. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages application from all qualified candidates, including women, abonginal people, visible minorities, and people with disabilities. The University offers a dual career assistance program for spouses. Applicants should submit an up-to-date curriculum vitae and the names of three referees by January 24, 1993 to: Eur Ing Professor G.T. Reader, Department of Mechanical Engineering, The University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4.

ROYAL MILITARY COLLEGE OF CANADA - Le département de génie électrique et informatique du Royal Military College of Canada offre un poste de professeur(e) adjoint(e), menant à la permanence. On devra enseigner à tous les cycles des études universitaires et la connaissance du français et de l'anglais est essentielle. Les responsabilités du poste incluent une activité de recherche créatrice dans les domaines suivants: électromagnétisme, antennes, circuits intégrés pour micro-ondes et dont les études doctorales sont en cours, pourront être considéré(e)s pour un poste de charge(e) de cours, mais en seconde priorité seulement

GEOGRAPHY

CONCORDIA UNIVERSITY - Department of Geography. Concordia University, 1455 de Maisonneuve Blvd W., Montreal QC H3G 1M8. The Department of Geography is seeking two Lecturers/Assistant Professors for a contractually limited period to replace faculty on extended leave. Specialities sought include Public Policy, Human/Environment Relationships, Political Geography, and Recreation and Tourism. The Geography Department of Concordia offers both B.A. and B.Sc. degrees in Geography, participates in a multi-disciplinary Urban Studies programme, includes a programme in Science and Human Affairs, and offers graduate degrees through an inter-disciplinary Masters in Public Policy and Public Administration. Teaching responsibilities will include large introductory courses at the senior undergraduate and graduate levels. A strong commitment to both high quality teaching and the development of a coherent research program is required. PhD preferred. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please submit a letter of application, curriculum vitae, and the names of three referees by January 15, 1993. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Apply: Dr. David Frost, Chair, Department of Geography. Phone: (514) 848-2050; Fax: (514) 848-3494; E-mail: DFROST@VAX2.CONCORDIA.CA.

UNIVERSITY OF WINDSOR - Department of Geography: Urban Planner/Geographer. Applications are sought for a tenure-track appointment at the rank of Assistant Professor, starting July 1, 1993. Preference will be given to candidates who can teach undergraduate and graduate courses in Urban Planning and Geography, and can contribute to the growth of the Department's planning programs. Candidates are expected to have the Ph.D. degree and show clear promise of excellence in scholarship and teaching. Additional regional geographical interests and areas of teaching and research in environmental management and/or regional development would be assets. Membership or eligibility for membership in the Canadian Institute of Planners is required. In accordance with Canadian Immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. Consideration of applications begins January 18, 1993 and will continue until the position is filled. Application, including curriculum vitae and the names of three referees, should be sent to: Dr. A.G. Phipps, Head, Department of Geography, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-4232, Ext. 2171; FAX (519) 973-7050; Dnet: <PHIPPS@UCC.UWINDSOR.CA>.

CARLETON UNIVERSITY - Department of Geography. Subject to budgetary approval, applications are invited for a tenure-track position at the Assistant Professor level beginning 1 July 1993. The focus of the position is contemporary expressions of cultural-political identity attached to place and environmental resources, at various geographical scales. The position requires a completed Ph.D., an active program of research and publication, and enthusiasm for teaching at both graduate and undergraduate levels. Preference will be given to persons with graduate supervisory experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified candidates are also invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Intarasfad parsons from thesa groups are encouraged to apply. Submit a curriculum vitae and the names of three referees by January 15, 1993 to the attention of: Professor Michael Fox, Chairperson, Department of Geography, Carleton University, Ottawa, Ontario, K1S 5B6. Telephone Number: (613) 788-2560; Fax Number: (613) 788-4301.

UNIVERSITÉ D'OTTAWA - Département de géographie. Le département sollicite des candidatures pour deux (2) postes conduisant à la permanence au rang de professeur(e) adjoint(e) at agrégé(e). Les champs da spécialisation das candidat(e)s dans leurs domaines spécifiques doivent répondra aux domaines d'expertise du département: géographie physique des régions froides ou géographie urbaine ou développement régional at ressources naturelles. Las candidat(e)s aux deux postas dovent être fonctionnellement bilingues pour répondre à la vocation bi-culturelle du département. L'entrée en fonction est fixée au 1er juillet 1993, le traitement et le charge de travail seront en conformité avec les dispositions de la convention collective. Le département compte un corps enseignant de 15 personnes; il offre des programmes da concantration et spécialisation at en géographia ainsi qua das programmes d'études supénieures conduisant à la maitrise et au doctorat. Les candidats et candidates dovent détenir un Ph.D. et posséder un solide dossier de recherche. Conformément aux exigences de l'immigration au Canada, cet avis s'adressa aux citoyens at citoyennes du Canada ou aux personas résidant de manière permanenta au Canada. L'université s'applique une politiqua d'équité en matiéra d'emploi. Les candidats at candidates devront faire parvanir leur curriculum vitae et s'assurer pour qua trois lattras da racommandation soient envoyées avant la 8 février 1993. Dr. Roger A. Roberge, directaur, Départament de géographie, Université d'Ottawa, Ottawa, Ontario K1N 6N5; tél: (613) 564-2395.

UNIVERSITY OF OTTAWA - Department of Geography. The Department invites applications for two (2) tenura track positions, at the assistant and associate professor level. The fields of expertise of the candidates for these two positions should correspond to the areas of specialization of the department; physical geography of cold regions or urban geography or regional development and natural resources. The candidates for tha two positions should be functionely bilingual in view of the bicultural nature of the Department. The starting date for these positions is July 1, 1993. Salary and work load will be established in conformity with the collective agreement. The Department has a faculty of 15 members, offers undergraduate concentration, and honours degrees, and has a graduate programme leading to the M.A. and Ph.D. Candidates must possess the Ph.D. and have a proven research record. In accordance with Canadian immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada. The University subscribes to a policy of employment equity. Applicants should send a curriculum vitae and arrange to have three letters of reference sent prior to February 8, 1993. Dr. Roger A. Roberge, Chairperson, Department of Geography, University of Ottawa, Ottawa, Ontario K1N 6N5; tel: (613) 564-2395.

BROCK UNIVERSITY. The **Department of Geography** of Brock University invites applications for one or possibly two tenure track faculty positions, subject to final budgetary approval, commencing July 1, 1993. Each appointment will be at the rank of assistant professor and require a completed Ph.D. degree. One appointment will be in Physical Geography with a specialization in Soils and an interest and expertise in environmental applications. The ability to contribute to a course in GIS or Remote Sensing would be an asset. The second appointment will be in Economic Geography with an emphasis on government policies as they affect patterns of economic activity. Successful candidates will have had successful undergraduate teaching experience and will have demonstrated potential for developing a sustained program of independent research and scholarly activity. Applicants should submit by January 31, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or preprints of publications to Dr. John McNeil, Chair, Department of Geography, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

BISHOP'S UNIVERSITY - The Department of Geography at Bishop's University invites applications for a tenure track position in Physical Geography commencing on July 1, 1993. Candidates should hold a Ph.D. in Gaography and must have teaching experience. Rank and salary will be commensurate with qualifications. The successful candidate will be expectad to teach three undergraduate courses in both samesters at introductory and advanced levels, to have a strong background in field studies and to have research interests appropriate to a small undergraduate institution. Areas of teaching expertise could include biogeography, environmental studies, geomorphology or climatology. Competence in areas of geographic methodology including GIS would be an asset. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit a recent curriculum vitae and arrange for three letters of reference to be sent, by February 1, 1993, to Dr. C.G. Rose, Dean, Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

GEOLOGICAL SCIENCES

UNIVERSITY OF SASKATCHEWAN - Department of Geological Science: Petrology or Geochemistry (Starting July 1, 1993). Applications are invited for a tenure track faculty position (subject to budgetary approval) in the field of tectonics/petrology/geochemistry. The appointment will be at the level of Assistant Professor. The applicant must have a Ph.D. degree and a demonstrated ability and interest in research and in teaching introductory as well as advanced classes. The department has an active research group in the study of the pressure temperature-time-fluid history of diverse geologic environments. Areas of research with the Department include stable- and radiogenic-isotope geochemistry, economic geology, carbonate petrology and structural geology. Analytical facilities include stable and radiogenic-isotope laboratories and four mass spectrometers, XRD and electron microprobe laboratories, fluid-inclusion facilities and ICP-MS laboratories. The facilities are designed for micro-analysis and laser-assisted sampling. The successful applicant will be expected to conduct original research and complement existing research programs in fluid-history studies. In addition, the duties of the position will include teaching of field geology and petrology and building a strong program in the training of post-graduate students and technical personnel. Women candidates, candidates of aboriginal descent and candidates from other minority groups are especially encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application, including the names of four referees, should be addressed to Search Committee Chairman, Petrology/Geochemistry, Department of Geological Sciences, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0, Canada, and should be received by February 12, 1993.

HEALTH ECONOMICS

McMASTER UNIVERSITY - The Centre for Health Economics and Policy Analysis. The Centre is seeking a health economist for the appointment in the Department of Clinical Epidemiology and Biostatistics; associate membership in the Faculty of Business and any other relevant department will be encouraged. CHEPA is a multi-disciplinary, university-wide centre that fosters research and educational activities in the area of health economics and health policy. It is housed in the Health Sciences Centre and draws its membership from the Faculty of Health Sciences, the Faculty of Social Sciences and the Faculty of Business. A PhD or an equivalent background in health economics and training in applied microeconomic theory, quantitative techniques, or decision science are required. Preference will be given to candidates with an interest in health or social policy. Candidates must have the ability to conduct independent original research in a multi-disciplinary environment, and to teach in graduate and post-professional programmes in the Faculty of Health Sciences and the Faculty of Business. The position is at the rank of Assistant or Associate Professor, with salary dependent upon qualifications and experience. The position will be available July 1, 1993 and will be on a contract basis with the possibility of conversion to a non-contractural permanent position. Applications should be sent, by December 31, 1992, to: Dr. Jeremiah Hurley, Search Coordinator, Centre for Health Economics and Policy Analysis, Department of Clinical Epidemiology and Biostatistics, McMaster University, 1200 Main Street West, Hamilton, Ontario, Canada L8N 3Z5. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McMaster University is committed to an employment equity programme

HISTORY

UNIVERSITY OF ALBERTA - The Department of History. University of Alberta, invites applications for a tenure-stream appointment in continental European history (ca. 1500-1900). Preference will be given to candidates in French history. Applicants also must be willing to teach an introductory survey of World History. A Ph.D. is required prior to receipt of a contract; publications and teaching experience are desirable. The appointment will commence on 1 July 1993, conditional on funds being made available. The current salary floor of an Assistant Professor is $40,035. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application, a curriculum vitae, and University transcripts are required. In addition three referees should be asked to send confidential letters of appraisal to Dr. D.J. Hall, Chair, Department of History, University of Alberta, Edmonton, Alberta, Canada T6G 2H4. Closing date: 15 February 1993. The University is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women

UNIVERSITY OF ALBERTA. Department of History. Applications are invited for the position of sessional lecturer or visiting assistant professor (1 September 1993 - 30 April 1994), subject to the availability of funds, to teach two or more of the following: a survey of Canadian history, Canadian external relations, western Canada, modern world history, modern international relations, United States survey, American foreign relations and/or twentieth-century U.S., or African survey. Current salary range (6 months) is $22,461 - $28,348 depending upon qualifications and experience. Minimum qualification: successful completion of Ph.D. comprehensive examinations or equivalent; Ph.D and teaching experience preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. American citizens who qualify under the Free Trade Agreement are exempt from advance validation of employment by Canadian Employment and Immigration. Send a letter of application, a curriculum vitae, university transcripts and three confidential letters of appraisal to Dr. D.J. Hall, Chair, Department of History, The University of Alberta, Edmonton, Alberta T6G 2H4. Closing date: March 15, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

THE UNIVERSITY OF ALBERTA is seeking a Director for the Peter Jacyk Centre for Ukrainian Historical Research at the Canadian Institute of Ukrainian Studies. The Director will be responsible for supervising the staff and the research and publishing projects of the Centre. Of particular importance among these is the English translation of Hrushevsky's History of Ukraine-Rus'. The Director will cooperate with University Departments to develop teaching in Ukrainian history. For the Hrushevsky project, scholarly research in medieval and early modern history is essential as is an experience in editing scholarly publications. The Director, who must have an excellent command of Ukrainian, will be expected to: apply for grants; coordinate the activities of the Centre with the Institute; and develop cooperative programmes with other institutions, particularly in Ukraine. The candidate should be an established scholar with an excellent publication record and with extensive experience in teaching and in the administrative leadership of an academic department or institute. The salary range will be from $50,000 - $75,000. Applicants should submit a c.v., together with the names and addresses of at least three referees by December 31, 1992 to: Dr. R.L. Busch, Associate Vice-President (Research), University of Alberta, 3-12A University Hall, U of A Campus, Edmonton, Alberta T6G 2J9. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled

TUNS | Technical University of Nova Scotia

FACULTY OF ENGINEERING

TUNS is the only independent technical university in Canada and offers a wide range of senior undergraduate and graduate programs in Engineering, Architecture and Computer Science. TUNS operates in concert with eight other universities which offer the initial years of the various undergraduate programs. TUNS is the leading institution for technical research in the Atlantic region with ongoing programs that advance the knowledge base of the design professions and provide a resource for direct applications in industry.

TUNS is undertaking a program of faculty renewal. Applications are invited from persons who have recently completed doctoral programs or who anticipate completion within the year for the following full-time tenure-track positions:

Civil Engineering - Two appointments will be in structural/advanced materials area and successful candidates will teach structural engineering & highway materials engineering subjects. A third appointment will be in the water resources/environmental area and will be expected to teach engineering hydrology and design of water & sewerage systems subjects. Some industrial/consulting experience would be an asset.

Mining Engineering - Two successful candidates will teach mining methods, materials handling, rock mechanics, ventilation and cost analysis. Knowledge of computer applications and appreciation of environmental aspects of mining engineering are necessary.

Electrical Engineering - Appointments will be in areas of Electromagnetics and Antennae or Microwave Applications, Electric Power Systems Engineering & Electronic Systems.

Mechanical Engineering - One appointment will be in area of Design, Design for Manufacturing, or Solid Mechanics. Successful candidate will teach in one or more of the following areas: design of machine elements, manufacturing processes, stress analysis and solid mechanics. Another appointment will be in the Naval Architecture Program which is a graduate program in the Department with close connections to the Centre for Marine Vessel Design & Research. Successful candidate will have an interest in building, maintaining, and supporting software for marine applications in an IRIS/IRIX environment and have some knowledge of vectorization and concurrency for supercomputers.

Applied Mathematics - Appointment will be in the area of Numerical Methods or Statistics.

Industrial Engineering - Appointment will be in area of Production Planning - Computer Integrated Manufacturing - Operations Management. Previous industrial experience or contact would be an asset.

All candidates should have strong interests in both teaching and research, as all positions carry the requirement to teach and maintain an active program of research. Candidates should also be eligible for membership in the Association of Professional Engineers of Nova Scotia.

Appointments will be made during 1993 and will normally be at the Assistant Professor level. All positions are subject to budgetary approval.

Applications, including a curriculum vitae and the names of three referees, should be submitted to:

Dr. D.A. Roy, Dean
Faculty of Engineering
Technical University of Nova Scotia
P.O. Box 1000
Halifax, N. S. Canada B3J 2X4.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. TUNS is committed to the principles of employment equity and encourages applications from all qualified persons, including women, aboriginal peoples, people with disabilities and visible minorities.

The University of Calgary

NUMATA CHAIR OF BUDDHIST STUDIES

The University of Calgary invites applications for the position of the Chairholder of the Numata Chair of Buddhist Studies for the 1993 Fall term (September 1 to December 31) or the 1994 Winter term (January 1 to April 30). The successful applicant will be responsible for one graduate level course in Buddhist Studies in the Department of Religious Studies and one public lecture in Lethbridge during the period of tenure.

The Department of Religious Studies offers BA and MA degrees in three areas including Eastern Religions. The University also offers an interdisciplinary program in Asian Studies.

Applicants should have an outstanding publication record and teaching experience in Buddhist Studies. Salary, at the full Professor level, will be commensurate with experience. Full return airfare will be paid, in addition, there will be an allowance for research.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Applications, together with an up-to-date curriculum vitae, should be sent by February 1, 1993 to:

Dr. C.H. Langford
Vice-President (Research)
The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4
Fax: (403) 289-8926

THE UNIVERSITY OF CALGARY

persons, members of visible minorities and women.

MOUNT SAINT VINCENT UNIVERSITY, Department of History - Applications are invited for a full-time, tenure-stream appointment, at the Assistant Professor level, in Western European Medieval or Early Modern history. Appointment, subject to budgetary approval, effective 1 July 1993. Current salary floor is $36,712. A completed PhD and a commitment to undergraduate instruction are required. Competence to offer a course in the history of European women, the history of childhood, or the history of Britain is required. Applications accompanied by a curriculum vitae and three letters of reference should be sent before 15 February 1993 to Kenneth G. Pewar, Chair, Department of History, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY invites applications for a one year limited term appointment (sabbatical replacement) at the Lecturer or Assistant Professor level. This position is subject to Budgetary Approval. Ph.D. or equivalent preferred; teaching experience required. Teaching duties will include a first year course in Contemporary Europe, 1918 - present, a third year course in the history of international relations and a senior seminar in the same field. Please send applications and arrange to have three letters of reference sent to Terry Copp, Chair, History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date: 1 February 1993. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to Employment Equity policies.

SIMON FRASER UNIVERSITY - The Department of History, Simon Fraser University, invites applications for a tenure-track appointment in Canadian history to commence in September 1993. While all qualified applicants will be considered, priority may be given to candidates with research interests in Canadian social, regional, or native history. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. This position is subject to budgetary approval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in his/her area of specialization. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is January 1, 1993. Applicants should send a curriculum vitae and three letters of reference to: Dr. Paul Edward Dutton, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a two-year, limited-term appointment in native history (North America). The candidate should be capable of teaching courses in 17th and 18th century Canadian history. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. Language of instruction will be English; preference will be given to candidates also able to teach in French. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Paul Lachance, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITE D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste en histoire des autochtones (Amérique du Nord). Il s'agit d'un poste régulier à durée limitée (deux ans). Le candidat ou la candidate doit être en mesure d'enseigner des cours portant sur la période allant du 17ième et 18ième siècles. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctorat complété. La préférence sera accordée aux qui ont l'expérience de l'enseignement et des publications. La langue d'enseignement est l'anglais; la préférence ira aux candidat(e)s qui peuvent aussi enseigner en français. Le bilinguisme est une condition pour le permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Paul Lachance, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a tenure track position in the history of the German-speaking countries since 1500. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. Language of instruction will be English; preference will be given to candidates also able to teach in French. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference sent to Terry Copp, Chair, History, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Closing date: 1 February 1993. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is committed to Employment Equity policies.

SIMON FRASER UNIVERSITY - The Department of History, Simon Fraser University, invites applications for a tenure-track appointment in Canadian history to commence in September 1993. While all qualified applicants will be considered, priority may be given to candidates with research interests in Canadian social, regional, or native history. The appointment will be made at the Assistant Professor level, and the salary will match qualifications. This position is subject to budgetary approval. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in his/her area of specialization. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date for receipt of applications is January 1, 1993. Applicants should send a curriculum vitae and three letters of reference to: Dr. Paul Edward Dutton, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a two-year, limited-term appointment in native history (North America). The candidate should be capable of teaching courses in 17th and 18th century Canadian history. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. Language of instruction will be English; preference will be given to candidates also able to teach in French. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Paul Lachance, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITE D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire des pays de langue allemande depuis 1500. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctorat complété. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. La langue d'enseignement est l'anglais; la préférence ira aux candidat(e)s qui peuvent aussi enseigner en français. Le bilinguisme est une condition pour la permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Mark Stolarik, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF OTTAWA. 1. The Department of History at the University of Ottawa invites applications for a tenure track position in East Asian history (including Southeast Asia). Special consideration will be given to applicants who can teach courses in 19th and 20th century Chinese and Japanese history. 2. Starting date: July 1st, 1993. 3. Requirements: Ph.D. Publications and teaching experience preferred. The candidate will be required to teach in both French and English from the time of appointment. Bilingualism is a condition of tenure. 4. Rank: Assistant Professor. Salary: According to Collective Agreement. 5. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent to Professor Jacques Barbier, Secretary to the Search Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. 6. Deadline for applications: January 15, 1993. Employment equity is University policy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITE D'OTTAWA. 1. Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de l'Asie de l'Est y compris le Sud-Est Asiatique. On accordera une attention spéciale aux candidat(e)s aptes à donner des cours sur la Chine et le Japon des 19ième et 20ième siècles. 2. Entrée en fonction: Le 1er juillet 1993. 3. Exigences: Doctorat complété. La préférence sera accordée aux candidat(e)s qui ont l'expérience de l'enseignement et des publications. La/Le candidat(e) devra enseigner en anglais et en français dès l'engagement. Le Bilinguisme est une condition pour le permanence. 4. Rang: Professeur(e) adjoint(e). Salaire: Selon la convention collective. 5. Prière de faire parvenir un curriculum vitae et trois lettres de recommandation au Professeur Jacques Barbier, Secrétaire du comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. 6. Date limite pour soumettre sa candidature: Le 15 janvier 1993. L'Université d'Ottawa a une politique d'égalité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

HUMANITIES

SIMON FRASER UNIVERSITY - J.S. Woodsworth Endowed Chair in the Humanities. Simon Fraser University's Humanities Program and Institute for the Humanities are inviting applications for the J.S. Woodsworth Endowed Chair in the Humanities. The Chair-holder will teach and research position for two, maximum three years, and will begin September 1, 1993. The Endowed Chair, created in the name of J.S. Woodsworth, is open to the rank of Full Professor. The Chair-holder will normally teach three courses annually in the undergraduate Humanities program. Simon Fraser's Humanities Program is a thriving program whose courses include ancient culture, religious studies, medieval and renaissance studies, and modern and contemporary issues in the Humanities. The successful applicant should have a research program that will contribute to the projects undertaken in the Institute for the Humanities which develops and carries out public programs, research initiatives and publications addressing the cultural, social and political issues of critical importance to the humanities in society. In accordance with immigration requirements, this advertisement is directed to individuals eligible for employment in Canada at the time of the application. Simon Fraser University is committed to the principles of equity in employment and offers equal employment opportunities to qualified applicants. Closing date is January 1, 1993. The position is subject to budgetary approval. Further information about the J.S. Woodsworth Chair in the Humanities can be requested from the Director, Institute for the Humanities at the address below or through the Fax number 604-291-5786. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: J. Castonl, Director, Institute for the Humanities, Simon Fraser University, Burnaby, British Columbia V5A 1S6.

LANGUAGES

THE UNIVERSITY OF GUELPH invites applications for a probationary appointment in Spanish at the Lecturer or Assistant Professor level. The appointment is subject to final budgetary approval. Applicants should have a PhD in Spanish language courses up to the senior undergraduate level and a variety of literature courses. Candidates should have native or near-native fluency in both Spanish and English and a strong research and teaching interest in peninsular Spanish literature is preferred. Ph.D. (completed or near completion) and teaching experience are required. The appointment will begin on September 1st 1993. Salary and rank will depend on qualifications. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with curriculum vitae and the names of 3 referees, should be sent by February 28th, 1993 to Dr. Kenrick Mose, Acting Chair, Department of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1.

LAW

UNIVERSITY OF SASKATCHEWAN - The College of Law. University of Saskatchewan, invites applications for one or more one-year term positions commencing July 1st, 1993. The positions are subject to budgetary approval and normally will be made at the Assistant Professor level. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and potential in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The University of Saskatchewan is committed to a quality of employment for women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

ACADIA UNIVERSITY invites applications from the nomination of qualified individuals for the position of University Librarian to take office on or before 1 July 1993. The University Library offers access to resources and services to support undergraduate programmes in the liberal arts and sciences, in professional programmes and graduate programmes. The University has a limited enrolment of approximately 3500 full-time students, over fifty percent of whom live on campus. The University Librarian, as a key University administrator, reports to the Vice President (Academic) and is responsible for management of the Library (including budget, collections, services, automated systems and the Archives) and Audio Visual Services. The University Librarian directs 36 full-time staff members, including 9 professional librarians. Candidates must have professional qualifications in librarianship and substantial successful administrative experience in academic libraries. Specific qualifications include an understanding of the issues facing academic libraries, experience in the implementation, development, and management of state-of-the-art information technologies, an ability to provide leadership and direction within a collegial environment, and a capacity to represent the library both within the University and externally. The appointment normally will be made for a term of six years. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. As an equal opportunity employer, Acadia University encourages applications from qualified women, men, members of visible minorities and disabled persons. Written applications or nominations for this position, accompanied by a detailed curriculum vitae and the names of three referees, should be submitted by January 25, 1993 to: Dr. Kelvin K. Ogilvie, Vice-President (Academic), Acadia University, Wolfville, Nova Scotia B0P 1X0.

LIBRARY AND INFORMATION SCIENCE

UNIVERSITY OF TORONTO, Faculty of Library and Information Science invites applications for three tenure-track positions at the assistant professor level to begin July 1, 1993. Subject to budgetary approval, one of the appointments may be made at the associate professor level. The successful applicants will be specialists in at least one of the following primary research areas: archives, management, organization of information, information resources. In addition, the successful applicants will teach one or more of the following: database design, systems analysis, records management, subject analysis, resources in subject disciplines. FLIS requires faculty members to be productive researchers as well as effective teachers. In addition to teaching and research, duties will include supervision of research at the Master's and Doctoral levels. Applicants should possess a doctorate or equivalent in library/information science or a related field, and should have proven ability in, or the potential for, excellent research and effective teaching. Applicants whose doctorate is near completion will also be considered; in such cases, initial appointment is that of lecturer. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including the names of three references, should be forwarded by February 1, 1993 to: Dean Adele M. Fasick, Faculty of Library and Information Science, University of Toronto, 140 St. George Street, Toronto, ON, M5S 1A1. The University of Toronto encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

MANAGEMENT

CONCORDIA UNIVERSITY's Department of Management invites applications for a full-time tenure track faculty position at the assistant professor (or higher) level. Applicants should have a Ph.D. or be near completion, and have the demonstrated potential to conduct original research, publish in top academic journals, and be an effective teacher in international management. The Faculty of Commerce and Administration offers B. Comm. B. Admin. Diplome, MBA, EvecM-BA, M.Sc and Ph.D degrees and has an outstanding research oriented faculty. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please apply in writing to Dr. Jean McGuire Recruitment Chair, Department of Management, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. A letter of application, c.v., sample of research/writing and three letters of recommendation are required for full consideration. FAX: 514-848-8645; Telephone: 514-848-2937.

THE UNIVERSITY OF LETHBRIDGE, Faculty of Management has one full-time tenure-track position available (subject to budget approval) in Accounting (with interest in auditing). Applicants should hold a doctorate or be close to completion of a doctorate. Applicants should provide evidence of their commitment and contribution to excellence in research and teaching, as well as of any relevant experience. Success in pioneering professional reviews requires evidence of effective teaching. You will be joining a Faculty of 48 academic staff of whom ten are in the Accounting field. Lethbridge offers low housing costs in a community of 60,000 people with excellent schools and recreational facilities. It is located 120 miles south of Calgary, and 70 miles from Glacier National Park in Montana or Waterton National Park in Alberta. Send letter of application, curriculum vitae, and 3 letters of reference to: Dr. George Lasmer, Dean, Faculty of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4; Phone: (403) 329-2633; Fax: (403) 329-2038. An Equal Opportunity Employer.

SAINT MARY'S UNIVERSITY - Menegement. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for tenure track and limited term appointments in Management and Human Resource Menegement. The positions will commence September 1, 1993 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA progiams and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitaa and the names of thraa references to Dr. Russel Summers, Chair, Department of Management, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

McGILL UNIVERSITY - Faculty of Menagement: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business. Marketing, MIS, Organizational Behaviour, and Policy. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full-time faculty and offers B.Com., MBA, and PhD degrees. Apply in writing to Prof. Morty Yalovsky, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 15, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MARKETING

SAINT MARY'S UNIVERSITY - Marketing. The Frank H. Sobey Faculty of Commerce, Saint Mary's University, invites applications for a tenure track position in Marketing. The position will commence September 1, 1993 pending budgetary approval. The successful candidate must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA progiams and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Submit letter of application, curriculum vitae and the names of three references to Dr. Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Fax: (902) 420-5455. Closing date: February 1, 1993.

MATHEMATICAL SCIENCES

LAKEHEAD UNIVERSITY - The Department of Mathematical Sciences at Lakehead University invites applications for one or more positions commencing August 1, 1993. The Department is seeking applicants with specialization in one or more of the following fields: computer science, applied mathematics, probability and statistics and algebra. A Ph.D. with a good research record and extensive teaching experience is preferred. Candidates with an "all but dissertation" status in a Ph.D. program will be considered. Appointments will be made at a variety of tenure track level and are subject to final budgetary approval. The university offers full-time and part-time undergraduate degrees and a master's degree, and has a Co-operative program in Computer Science. The Department currently has seventy majors in Mathematical and Computer Science, and a large service role within the University. Applicants should submit a curriculum vitae and the names of three referees to: Dr. J. Oliver, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Telex: 0161-2394; Fax (807) 343-8023. For more information, contact: Dr. C. Graham, Chairman of the Department of Mathematical Sciences, (807) 343-8798, or the undergraduate secretary, Email: ms-jobs@thunder.lakeheadu.ca. FAX (807) 343-8023. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canede. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

MATHEMATICS

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a limited term Assistant Professorship at the downtown (St. George) campus, for the three-year period from July 1, 1993 to June 30, 1996. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should deal with the candidate's teaching. To insure full consideration, this information should be received by January 31, 1993. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO - Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Geometry. Preference will be given to researchers in the areas of algebraic geometry, arithmetic algebraic geometry and differential geometry. The appointment is at the downtown (St. George) campus, to begin July 1, 1993. Candidates are expected to have at least three years experience in teaching and research after the Ph.D., and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary is commensurate with qualifications. Applicants should send their complete C.V. including a list of publications and any appropriate material about their teaching, and arrange to have at least four letters of reference sent directly to Professor K. Murty, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. To insure full consideration, this information should be received by January 31, 1993. The University of Toronto encourages both women and men to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

UNIVERSITY OF BRITISH COLUMBIA - The Mathematics Department is seeking an outstanding candidate for a tenure track Assistant Professorship to begin 1 July 1993. Our highest priority is for a candidate in one of the following fields: Algebra, algebraic geometry, combinatorics and combinatorial optimization, or differential geometry. Applicants should heve a proven research record of high quality and have demonstrated interest and ability in teaching. Preteience will be given to candidates who have one or more years of postdoctoral experience.

Laurentian University / Université Laurentienne

L'Université Laurentienne sollicite des candidatures au poste de Vice-recteur adjoint ou Vice-rectrice adjointe (Enseignement et services en français et projets spéciaux). La personne choisie entrera en fonction le 1er juillet 1993 pour une période de cinq ans. Ce poste relève du vice-recteur à l'enseignement et à la recherche.

L'Université Laurentienne est un établissement d'enseignement bilingue qui comprend trois collèges confessionnels fédérés, trois collèges universitaires affiliés et le programme de l'Université canadienne en France. Elle se divise en quatre facultés, soit les Humanités, les Sciences sociales, les Sciences et le Génie, et les Écoles professionnelles, et compte près de 8 000 étudiants à plein temps et à temps partiel.

Les quatre facultés offrent des cours en français qui augmentent en nombre chaque année. Environ le tiers de la population étudiante indique le français comme sa première langue. Un efiectif qui augmente progressivement, de nouveaux centres de recherche, des programmes français élargis, des initiatives en matière d'éducation des Amérindiens, l'expansion de la formation à distance et une campagne de développement couronnée de succès sont tous des indices du rôle central que joue la Laurentienne dans l'évolution économique, sociale et culturelle de Sudbury et du nord-est de l'Ontario.

Le Vice-recteur adjoint ou la Vice-rectrice adjointe à l'enseignement est essentiellement responsable des programmes et services en français à l'Université Laurentienne. Le ou la titulaire doit par conséquent assurer un réel soutien pédagogique à l'élaboration des programmes d'études en français, à la recherche menée en français et aux chercheurs francophones, ainsi qu'à l'amélioration des services généraux en français sur le campus. En outre, il ou elle doit coordonner les innovations importantes en matière de programmes jusqu'à ce qu'une faculté les prenne en charge.

Les personnes intéressées doivent être entièrement bilingues et posséder un solide dossier d'enseignement et de recherche (y compris un doctorat) ainsi qu'une expérience établie en administration. Les candidatures seront traitées de façon confidentielle. Prière de les faire parvenir avant le 31 janvier 1993, avec un curriculum vitae et trois références, au

Dr Paul Ceppon
Vice-recteur à l'enseignement et à la recherche
Université Laurentienne
Sudbury (Ontario)
P3E 2C6

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage les Autochtones, les personnes handicapées et les membres des minorités visibles à poser leur candidature. Elle accorde une attention particulière aux candidatures des femmes qualifiées. L'Université Laurentienne est un lieu de travail sans fumée.

Queen's University at Kingston
Dean of Women

Queen's University invites nominations and applications for the position of Dean of Women. The appointment is for a renewable, five-year term, beginning July 1, 1993 and may be combined with a continuing academic appointment in an appropriate discipline.

A member of the University's senior administrative group, the Dean of Women is expected to give leadership and coordination of the many services which contribute to the participation and status of women at Queen's. Some of the services are provided directly by the Dean of Women's Office; for others, the Dean is expected to help ensure the quality of the services provided. The Dean gives policy advice to the Principal on a wide range of University matters. The Dean also works closely with student affairs offices across the University. Training and experience with counselling of students, faculty and staff will be an asset. Finally, the University seeks a candidate with a demonstrated commitment to the University's primary goals.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Nominations and completed applications should be submitted by **December 30, 1992** and addressed to:

Dr. David C. Smith
Principal and Vice-Chancellor
Queen's University
Kingston, Ontario. K7L 3N6

Applicants are asked to arrange for at least three letters of reference to be sent direct to the Principal.

This position is subject to final budgetary approval. Appointment may be considered at a higher rank for a women with exceptional circumstances. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 15, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF WATERLOO - Dept. of Combinatorics & Optimization. Applications are being invited for a two-year position at the rank of Assistant Professor. A Ph.D. in an area of combinatorics or optimization and proven ability, or the potential, for excellent research and effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send resumes and the names of three references to: Prof. I.F. Blake, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment: July 1, 1993. Closing date for receipt of applications is February 28, 1993. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. It is the intention of the University of Waterloo to fill its regular academic vacancies with recent Ph.D. graduates appointed as Assistant Professors, wherever possible.

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo invites applications for one or more tenure track positions at the Assistant Professor level starting July 1, 1993. For its first appointment the Department is particularly interested in candidates whose research interests are related to Algebraic Geometry, Algebraic Topology or Differential Geometry. A second appointment (tenure track or definite term) may also be made in the above areas or in some area of Analysis. In order to be considered for the position, a Ph.D. is required. An appointment will be offered only to someone with very strong research and teaching qualifications. The University of Waterloo is committed to increasing the number of its female faculty, and therefore applications from women mathematicians are particularly welcome. Duties will include research, and teaching at all levels. Salary will depend on the candidate's qualifications. The deadline for applications is January 15, 1993. An application should contain the curriculum vitae of the candidate plus three letters of reference sent directly from the referees. In accordance with Canadian immigration regulations this advertisement is directed at Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. All appointments are subject to the availability of funds. Please send applications to: Dr. J.M. Lawrence, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

MATHEMATICS & STATISTICS

UNIVERSITY OF SASKATCHEWAN, Saskatoon, Saskatchewan, Canada S7N 0W0 - Department of Mathematics & Statistics. Applications are invited for a tenure-track Assistant Professor position (93T 2-15-2, subject to budgetary approval) commencing July 1, 1993. We require an Algebraist with a well developed research programme who is interested in the supervision of graduate students and with a demonstrated skill at undergraduate teaching. Candidates should employ wide ranging mathematical techniques in the investigation of questions of fundamental importance and broad influence in algebra and mathematics in general. For example: aspects of Lie theory and representation theory; interconnections between algebra and geometry or number theory; or applications of logic to fundamental questions in algebra. Candidates are encouraged to apply by January 15, 1993 to ensure their full consideration. A current C.V. and 3 confidential letters of recommendation should be sent to: J.R. Martin, Head. In accordance with Canadian Immigration requirements, priority will be given to fully qualified Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity; women candidates, candidates of aboriginal descent, and candidates from other minority groups are especially encouraged apply.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Medical Genetics invites applications for a grant tenure track position in the area of molecular genetics as applied to the study of human disease. Preference will be given to individuals who have demonstrated expertise in the identification and analysis of mutations that cause human disease. Appointment will be at the Assistant Professor level with the possibility of a higher rank for a suitable candidate with more experience. Candidates for this position must have a doctoral degree and a minimum of two years post-doctoral experience. The successful candidate must be a skilled and enthusiastic teacher and must have the capacity to develop a vigorous, independent research program in a highly collaborative environment. Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. The anticipated start date is July 1, 1993. The deadline for applications is January 15, 1993, or until such time as a suitable candidate is identified. Applications, including a curriculum vitae, selected reprints, a statement of research interests and present research activities, and the names of three referees should be sent to Dr. J.M. Friedman, Head, Department of Medical Genetics, The University of British Columbia, Rm. 226 - 6174 University Blvd., Vancouver, B.C. V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

MEDICAL RESEARCH

UNIVERSITY OF TORONTO - C.H. Best Institute, Postdoctoral Fellowship in Diabetics Research, Molecular Endocrinology, Molecular Biology, Differentiation, Reproductive Biology, Immunology, Structure and Function of Membranes or Lipid Metabolism. Tenable in the Banting and Best Department of Medical Research for two years, as of July 1, 1993 competitive stipend. Available to new Ph.D.'s or candidates with less than two years experience beyond Ph.D. June 30, 1993. Send curriculum vitae, transcripts and three letters of reference, preferably before January 15, 1993 to: Chair, Fellowship Committee, Banting and Best Department of Medical Research, University of Toronto, Toronto, Ontario, Canada M5G 1L6.

MODERN LANGUAGES

MOUNT SAINT VINCENT UNIVERSITY, Department of Modern Languages - Applications are invited for a tenure-track position at the Assistant Professor rank, commencing July 1, 1993 in the Department of Modern Languages. A PhD in French-Canadian literature is required. Applications (PhD near completion will also be considered Rank of lecturer). This position involves the teaching of undergraduate French-Canadian literature and French as a second language. Ability to teach elementary Spanish an asset. Commitment to research and experience in teaching is desirable. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement. Applicants should send a covering letter stating interest relative to this position, curriculum vitae and the names of three referees, no later then February 1, 1993, to Dr. R. Stuert, Dean, Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Mount Saint Vincent University is dedicated primarily to the education of women and is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

QUEEN'S UNIVERSITY - Position in Music (Theory). Position: A tenure track appointment at the rank of Assistant Professor. Qualifications: Doctorate. Area of specialization: Music Theory and Analysis. Evidence of the successful initiation of a programme of scholarly research and publication is required. Duties: Teaching undergraduate courses including those in the above areas. Additional responsibilities in organizing undergraduate theory with special emphasis on introductory courses. Salary: Commensurate with rank and experience. Appointment Date: July 1, 1993. Closing Date: January 15, 1993. Applications: Letters of application together with curriculum vitae, one representative article, and three letters of reference should be sent to: Dr. Alfred Fisher, Director, School of Music, Queen's University, Kingston, Ontario K7L 3N6; Telephone: (613) 545-2086; FAX: (613) 545-6808. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, which comes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, persons with disabilities and visible minorities. Queen's University is willing to help the spouse of a new appointee to seek suitable employment.

THE UNIVERSITY OF BRITISH COLUMBIA - Notice of Vacancy in Piano. 1. Position: Sessional Lecturer (eight months). Short preference by tenor, baritone, or bass. 2. Qualifications: Graduate degree(s) or equivalent professional experience and training. A strong commitment to teaching required, in a post skilled in developing voices and teaching interpretation. Must be active in performance, with an existing, or potentially wide reputation. On going pedagogical activity at a national level regarded as equivalent to performance. In the case of individuals with long-standing performing careers. 3. Duties: A weighted load of up to 21 hours of studio and class teaching. Voice instruction at all levels, and possible class assignments in diction, repertory, pedagogy, etc. as appropriate. Possible involvement with the opera program, or with a vocal ensemble as warranted. Supervision of graduate students. Maintenance of a high level of professional activity expected. 4 Salary: Negotiable, according to qualifications and experience. 5. Application and Inquiries: Robert Silverman, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1W5. Please submit: 1. Letter of application. 2. Educational/professional resume, including documentation of teaching experience. 3. Names, addresses, and telephone numbers of three referees. 6. Appointment Date: September 1, 1993 - April 30, 1994. 7. Closing Application Date: December 31, 1992, or until position is filled. Note: The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH - The Department of Music at the University of Guelph invites applications for one tenure-track appointment at the level of Assistant Professor, to take effect 1 September 1993. Position in ethnomusicology with specialization in jazz and popular music. Duties include conducting the Jazz Ensemble and teaching courses in ethnomusicology and in history and theory, particularly in the twentieth century. Ph.D. completed or in final stages. Candidates must have teaching experience at university level and show evidence of scholarly ability. Salary will be determined according to qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Send a letter of application, detailed c.v., and three confidential letters of recommendation before February 1, 1993 to: Dr. M. Cyr, Chair, Department of Music, University of Guelph, Guelph, Ontario N1G 2W1.

THE UNIVERSITY OF BRITISH COLUMBIA: Notice of Vacancy in Voice. 1. Position: Assistant Professor (tenure track). Slight preference for tenore, baritone, or bass (subject to availability of funds). 2. Qualifications: Graduate degree(s) or equivalent professional experience and training. A strong commitment to teaching required, in a person skilled in developing voices and teaching interpretation. Must be active in performance, with an existing, or potentially wide reputation. On going pedagogical activity at a national level regarded as equivalent to performance, in the case of individuals with long-standing performing careers. 3. Duties: A weighted load of up to 21 hours of studio and class teaching. Voice instruction at all levels, and possible class assignments in diction, repertory, pedagogy, etc. as appropriate. Possible involvement with the opera program, or with a vocal ensemble as warranted. Supervision of graduate students. Maintenance of a high level of professional activity expected. 4. Salary: Negotiable, according to qualifications and experience. 5. Application and Inquiries: Robert Silverman, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1W5. Please submit: 1. Letter of application. 2. Educational/professional resume, including documentation of teaching experience. 3. Names, addresses, and telephone numbers of three referees. 6. Appointment Date: September 1, 1993 - April 30, 1994. 7. Closing Application Date: December 31, 1992, or until position is filled. Note: The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA - Notice of Vacancy in Voice. 1. Position: Sessional Lecturer (eight months). Short preference by tenor, baritone, or bass. 2. Qualifications: Graduate degree(s) or equivalent professional experience and training. A strong commitment to teaching required, in a post skilled in developing voices and teaching interpretation. Must be active in performance, with an existing, or potentially wide reputation. On going pedagogical activity at a national level regarded as equivalent to performance, in the case of individuals with long-standing performing careers. 3. Duties: A weighted load of up to 21 hours of studio and class teaching. Voice instruction at all levels, and possible class assignments in diction, repertory, pedagogy, etc. as appropriate. Possible involvement with the opera program, or with a vocal ensemble as warranted. Supervision of graduate students. Maintenance of a high level of professional activity expected. 4. Salary: Negotiable, according to qualifications and experience. 5. Application and Inquiries: Robert Silverman, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1W5. Please submit: 1. Letter of application. 2. Educational/professional resume, including documentation of teaching experience. 3. Names, addresses, and telephone numbers of three referees. 6. Appointment Date: September 1, 1993 - April 30, 1994. 7. Closing Application Date: December 31, 1992, or until position is filled. Note: The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA - Notice of Vacancy in Violin. 1. Position: Sessional Lecturer (eight months). Short preference by tenor, baritone, or bass. 2. Qualifications: Graduate degree(s) or equivalent professional experience and training. A strong commitment to teaching required, in a post skilled in developing voices and teaching interpretation. Must be active in performance, with an existing, or potentially wide reputation. On going pedagogical activity at a national level regarded as equivalent to performance, in the case of individuals with long-standing performing careers. 3. Duties: A weighted load of up to 21 hours of studio and class teaching. Voice instruction at all levels, and possible class assignments in diction, repertory, pedagogy, etc. as appropriate. Possible involvement with the opera program, or with a vocal ensemble as warranted. Supervision of graduate students. Maintenance of a high level of professional activity expected. 4. Salary: Negotiable, according to qualifications and experience. 5. Application and Inquiries: Robert Silverman, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1W5. Please submit: 1. Letter of application. 2. Educational/professional resume, including documentation of teaching experience. 3. Names, addresses, and telephone numbers of three referees. 6. Appointment Date: September 1, 1993 - April 30, 1994. 7. Closing Application Date: December 31, 1992, or until position is filled. Note: The University of British Columbia welcomes all qualified applicants, especially women, aboriginal peoples, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Applications are invited for a full time tenure-track position in voice, effective 1 September 1993, subject to budgetary approval. The successful applicant will be responsible for undergraduate instruction in voice, voice literature, diction and vocal pedagogy, and is expected to carry on an active program of performance and/or research. A minimum of a master of music in voice performance is required, doctorate preferred. Teaching experience at the university level is an asset. The salary and rank depend on qualifications and experience, in accordance with the collective agreement. Closing date for applications is 1 February 1993. Applicants should send a letter of application, curriculum vitae and transcripts of recent graduate work, if applicable, or other documentation of professional experience to: Search Committee, c/o Dr. Maureen Volk, School of Music, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7, and should also arrange for three letters of reference to be sent directly to Dr. Volk.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Applications are invited for a full time tenure-track position in voice, effective 1 September 1993, subject to budgetary approval. The successful applicant will be responsible for undergraduate instruction in voice, voice literature, diction and vocal pedagogy, and is expected to carry on an active program of performance and/or research. A minimum of a master of music in voice performance is required, doctorate preferred. Teaching experience at the university level is an asset. The salary and rank depend on qualifications and experience, in accordance with the collective agreement. Closing date for applications is 1 February 1993. Applicants should send a letter of application, curriculum vitae and transcripts of recent graduate work, if applicable, or other documentation of professional experience to: Search Committee, c/o Dr. Maureen Volk, School of Music, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7. Applicants should also arrange for three letters of reference to be sent directly to Dr Volk. Composers should send audio cassettes and scores of representative compositions. Closing date is 1 February 1993. In accordance with Canadian Immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Applications are invited for a full time tenure-track position in ethnomusicology, subject to budgetary approval. The successful applicant will be responsible for undergraduate instruction in ethnomusicology in both units, teaching and supervising graduate students in the Department of Folklore, and possible instruction of core survey courses in music history and literature. The successful candidate will be expected to carry out an active program of research, with strong emphasis on the traditional and/or native musics of Atlantic Canada. A doctorate in ethnomusicology with a background in Northern American traditional and/or native musics is required. University teaching experience is an asset. Secondary expertise in popular music of the twentieth century, such as jazz or rock and roll, would be advantageous, but not essential, as would the ability to conduct traditional music performance ensembles. The salary and rank depend on qualifications and experience in accordance with the collective agreement. Closing date for application is 15 February, 1993. In accordance with Canadian Immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Applicants should send a letter of application and curriculum vitae to Search Committee, c/o Dr. Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, NF, Canada, A1C 5S7, and should also arrange for three letters of reference to be sent directly to Dr. Volk.

NATIVE STUDIES

TRENT UNIVERSITY - Department of Native Studies. Applications are invited for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 1993. Areas of specialization sought are: tradition, change and revitalization in Native Culture. Candidates should have teaching experience, knowledge of Native cultures and experience with community based initiatives. M.A. required, Ph.D. or equivalent experience preferred. Applications, including Curriculum Vitae and names of three references should be sent to: Professor Peter Kulchyski, Chair, Department of Native Studies, Trent University, Peterborough, Ontario K9J 7B8. Closing date: March 15, 1993. Trent University is an Employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NEUROSCIENCE

DALHOUSIE UNIVERSITY - Research Associate (grant-paid) required for research program in neural control of lower urinary tract function. Applicant must be able to work independently (S)he must have a PhD and strong background in spinal neurophysiology (emphasis on viscero-somatic integration) and 5 years experience with in vivo preparations has an opening in a tenure-track position for an energetic young scientist with research interests in the control of ovarian steroidogenesis, pituitary gonadotropins and regulation of gene expression. Candidates should have demonstrated experience in molecular techniques. Postdoctoral experience is required. A strong commitment to the development of basic science-clinical science interface within the Department is necessary, as is an interest in assisting in the teaching program. The successful candidate is expected to develop a vigorous, independent research program with the potential for collaboration with scientists in the Reproductive Physiology/Endocrinology Program and to attract extramural funding. Please send curriculum vitae, an outline of future research plans and the names of three references by 31 December 1992 to: Dr. R.A. Pierson, Acting Director, Reproductive Biology Research Unit, Department of Obstetrics and Gynecology, Royal University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0X0. In accordance with Canadian Immigration requirements, application of Canadian citizens and landed immigrants will be given priority. The University of Saskatchewan is committed to the principles of employment equity

OCCUPATIONAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO - Chair, Occupational Therapy. Applications are invited for the position of Chair of the Department of Occupational Therapy in the Faculty of Applied Health Sciences at The University of Western Ontario. The Department consists on 13 full-time faculty housed in new facilities offering state of the art teaching and research opportunities. The Department offers undergraduate professional training in Occupational Therapy, as well as a Master's level graduate program. There are currently 128 undergraduate and 10 graduate students enrolled in the Department. The faculty is very active in research, teaching and professional development. Applicants must hold a Ph.D. in Occupational Therapy or a closely related discipline and must be either

Physical Geography

Applications are invited for a tenure stream position in Physical Geography at the Assistant Professor level, commencing July 1, 1993. Ph.D. or imminent completion is required. Applicants must be able to teach an introductory course in climatology and have teaching and research interests in climatology and/or other areas of physical geography. The successful candidate will teach at the undergraduate and graduate levels, develop independent research programmes, and will participate in interdisciplinary teaching and research in environmental science. Applications, with curriculum vitae and the names of three referees should be submitted by **January 15, 1993 to: Prof. Charles Dyer, Acting Chair, Division of Physical Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4.**

The University of Toronto has an Employment Equity Policy and encourages both women and men to apply for this position.

THE UNIVERSITY OF BRITISH COLUMBIA IAR Research Chairs

The Institute of Asian Research announces a number of endowed chairs for scholars at different stages in their careers. For 1993-94, the chaired positions will focus on East Asia (China, Japan, and/or Korea) and Asia Pacific interaction (e.g. Sino-Canadian relations) with emphases in the humanities, social sciences, and professional studies (Commerce, Education, Engineering and Law). Appointments may be at any rank, will be tenured or tenure track, and will require regular teaching in academic departments with partial research appointments in the Institute.

Candidates should have a Ph.D., demonstrated teaching talent, outstanding disciplinary and area studies research achievement or promise relating to East Asia and the Asia Pacific, and the ability to conduct research in at least one Asian language.

Inquiries and applications, including names and addresses of 3 references, curriculum vitae, a summary and sample research activities should be sent by **February 15, 1993 to Dr. Mark Fruin, Director, IAR.** UBC welcomes all qualified applic nts, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

UBC

Institute of Asian Research
Asian Centre
1871 West Mall
Vancouver, B.C., Canada V6T 1Z2
Tel: (604) 822-4688
Fax: (604) 822-5207 Telex 04-51233

DBSTETRICS/GYNAECOLOGY

DUEEN'S UNIVERSITY - Gynaecologic Oncology: ON - The Department of Obstetrics and Gynnecology, Queen's University at Kingston, has a geographical full time opening for a specialist in Gynaecologic Oncology. This opportunity is for a physician with Royal College of Physicians and Surgeons of Canada certification in Obstetrics and Gynaecology and subsequent completion of training in Gynaecologic Oncology. Strong clinical research skills are anticipated. The position involves teaching, clinical practice and research in area of expertise. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages application from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Application to include curriculum vitae and names of three referees should be directed to Dr. S.C.P. Bryson, Associate Professor, Obstetrics and Gynaecology, Queen's University, Kingston, Ontario K7L 3N6.

UNIVERSITY OF SASKATCHEWAN - Molecular Endocrinologist - Reproductive Biology. The Department of Obstetrics and Gynecology, College of Medicine, at the University of Saskatchewan has an opening in a tenure-track position for an energetic young scientist with research interests in the control of ovarian steroidogenesis, pituitary gonadotropins and regulation of gene expression. Candidates should have demonstrated experience in molecular techniques. Postdoctoral experience is required. A strong commitment to the development of basic science-clinical science interface within the Department is necessary, as is an interest in assisting in the teaching program. The successful candidate is expected to develop a vigorous, independent research program with the potential for collaboration with scientists in the Reproductive Physiology/Endocrinology Program and to attract extramural funding. Please send curriculum vitae, an outline of future research plans and the names of three references by 31 December 1992 to: Dr. R.A. Pierson, Acting Director, Reproductive Biology Research Unit, Department of Obstetrics and Gynecology, Royal University Hospital, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0X0. In accordance with Canadian Immigration requirements, application of Canadian citizens and landed immigrants will be given priority. The University of Saskatchewan is committed to the principles of employment equity

NURSING

THE UNIVERSITY OF ALBERTA, Faculty of Nursing. The University of Alberta offers baccalaureate and graduate programs in nursing. We have challenging opportunities for individuals with clinical expertise and competency in teaching and research. Qualifications: Doctoral degree, preferably in nursing; master's degree in nursing, relevant clinical and teaching experience; current registration/licensure as RN. Salary Ranges: Professor ($61,533). Associate Professor ($49,271-$71,725). Assistant Professor ($40,035 - $57,003). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Submit curriculum vitae and names of four references by December 31, 1992, to Dr. Anne Neufeld, Acting Dean, Faculty of Nursing, University of Alberta, 3-129 Clinical Sciences Building, Edmonton, Alberta, Canada T6G 2G3. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

UNIVERSITY OF SASKATCHEWAN - College of Nursing. Applications are invited for Nursing Faculty positions to teach in the Basic and Post-diploma Baccalaureate programs and in the Masters program. Subject to funding, positions may be available in a variety of clinical and subject areas. Qualifications: A doctoral degree with masters preparation in Nursing, or a Masters degree in Nursing or a related field. Recent clinical experience would be an asset. Eligibility for registration with the Saskatchewan Registered Nurses' Association required. Salary and rank commensurate with qualifications and professional achievement. This position is exempt from Immigration Two-Tier Advertising. The University of Saskatchewan is committed to the principles of Employment Equity. Letters of application, resumes and names of three referees should be sent to: Dean, College of Nursing, A102 Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Phone: (306) 966-6221. Applications should be received no later than February 28, 1993.

The University of Manitoba

ASSISTANT PROFESSOR

The University of Manitoba, Faculty of Social Work invites applications for three tenure track positions, one of which is subject to the availability of funds, at the Assistant Professor rank effective July 1, 1993.

The Faculty is committed to broadening the accessibility of its programs and to addressing social issues such as family violence, racism, sexism and ageism. It offers two accredited degree programs: the MSW degree has specializations in social clinical and social policy and administration areas of practice. The BSW degree is a generalist program with special emphesis on feminist practice and practice in Aboriginal cultures. A doctoral program is being considered. Successful applicants will have a demonstrated ability to contribute to all programs including thesis and practicum supervision. Preference will be given to women and Canadian Aboriginal applicants.

Qualifications: DSW or PhD (including PhD in cognate discipline) is preferred. MSW degree (or equivalent) is required; prior experience in teaching and/or research is important; a background is required in social work practice with individuals, families and/or groups; preference will be given to those having one or more of the following specialities and interests: Women's issues and feminist practice; Social Work Practice and Aboriginal Peoples; Child related Social Work Practice.

The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University offers a smoke-free environment, save for specially designated areas. Salary commensurate with experience and qualifications.

Applications (including curriculum vitae and the names of three referees) will be received until **February 20, 1993** and should be sent to: **Professor Ranjan Roy, Chair, Recruitment and Hiring Committee, Faculty of Social Work, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

certified or eligible for certification by the Canadian Association of Occupational Therapists. Applicants must provide evidence of administrative achievements and skills, as well as involvement in teaching. A significant research record and evidence of ongoing research activity are required. Applicants should be aware that research within the department is restricted to studies on humans. Involvement in graduate training in Occupational Therapy or closely related disciplines is essential. Applications should be received by January 1, 1993. The appointment is effective July 1, 1993 but an alternate date may be arranged. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. Priority will be given to qualified Canadian citizens or permanent residents of Canada. All positions are subject to budget approval. Applications including a current curriculum vitae and the names of at least three references should be sent to Dr. J.O. Cooke, Faculty of Applied Health Sciences, Elborn College, The University of Western Ontario, London, Ontario, Canada, N6G 1H1.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY - A research position is available in the field of modelling of carbon and nutrient dynamics on continental margin sediments. The applicant must be familiar with analytical and numerical methods for the solution of large transport-reaction models (ODEs and PDEs) in porous media. Additional background in sedimentary geochemistry, chemical hydrology or oceanography would be an asset. A Ph.D. degree or equivalent is required. Funding is for at least two years. Minimum salary is $35K/a. This work is part of the Canadian JGOFS Program as funded by NSERC. Send applications by January 15, 1993, to: Dr. Bernard Boudreau, Dept. Oceanography, Dalhousie University, Halifax, NS B3H 4J1, Canada (Tel 902-494-8895, FAX 902-494-3877, E-mail bernie@boudreau.ocean.dal). In accordance with immigration regulations, priority is given to qualified Canadian citizens and permanent residents. American applicants may apply under the Canada-US FTA. Dalhousie University is an Employment Equity/Affirmative Action Employer and encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

ONCOLOGY

THE LADY DAVIS INSTITUTE FOR MEDICAL RESEARCH, Jewish General Hospital and the Dept. of Oncology, McGill University, Montreal, invite applications for tenure track positions at the Assistant Professor level or higher. Applicants should have a Ph.D. or M.D. degree with five years' post-doctoral experience in the areas of molecular biology of breast cancer, leukemogenesis, signal transduction, oncogene/supressor genes or drug resistance. Successful candidates will be part of the newly constructed Molecular Oncology Laboratories. Lady Davis Institute and will be funded initially by the NCI Terry Fox Development Programme. Competitive salary will be commensurate with experience and qualifications. A Curriculum Vitae, statement of research interests and three letters of reference should be forwarded to: Dr. John Hiscott, Molecular Oncology Laboratories, Lady Davis Institute for Medical Research, 3755 Côte Ste. Catherine Rd., Montreal, Que., H3T 1E2. In accordance with Canadian regulations, this advertisement is directed to Canadian citizens and permanent residents. McGill is committed to equity in employment.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry-Centre for Contact Lens. Applications are being accepted for a two year definite term appointment, renewable subject to the availability of funds, as full-time research optometrist at the Centre for Contact Lens Research, School of Optometry, University of Waterloo. Specific duties will include conducting clinical trials (patient examination), writing research protocols and reports, data analysis, clinical photography, poster and presentation preparation, and participation in other applied research projects. Applicants should have an O.D. degree or equivalent optometric qualification and/or a graduate degree. Preference will be given to applicants who have experience in contact lens research. Starting salary is from $35,000, negotiable according to experience. This is a University staff position. General inquiries and/or letters of application with a current curriculum vitae should be submitted to Desmond Fonn, Director, Centre for Contact Lens Research, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Closing date for receipt of applications: December 31, 1992.

ORGANIZATIONAL BEHAVIOUR

THE UNIVERSITY OF WESTERN ONTARIO - Faculty of Social Sciences. Applications are invited for limited duties (part-time) positions, beginning September 1, 1993 to April 30, 1994, to teach in one or more courses offered by the centre. A PhD in a Social Science discipline or Administrative/Management Studies and a strong interest in teaching are required. Rank will depend on qualifications and experience. The positions offer opportunities for teaching and research in an interdisciplinary administrative studies framework within a Faculty of Social Science. The centre offers courses in such areas as human resource management, information studies, management accounting, organizational behaviour, organizational theory, public/business administration, technology and change, and women in the workplace. Applications (with Curriculum Vitae, the names of three referees who have been requested to forward letters of reference, and copies of teaching evaluations if applicable) should be sent to Professor I. Peter Sutton, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Completed applications should be received by February 1, 1993. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PAINTING/DRAWING

THE UNIVERSITY OF SASKATCHEWAN, Department of Art and Art History is offering a tenure-track position in Studio Art, at the Assistant Professor level. Teaching responsibilities will be in Painting and Drawing. Candidates should be well versed in contemporary theory and should have a background in one or more of the following: Printmaking, photography, performance or installation. Approximate salary is $36,000-$47,000. The candidate should have a M.F.A. degree or equivalent, University teaching experience and an active exhibition record. The candidate is expected to contribute fully at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to employment equity policies. This position commences, subject to budgetary approval, on July 1, 1993. Deadline for receipt of applications is January 15, 1993. Applicants should arrange to have a curriculum vitae, 20 slides, slides of students work and three letters of reference sent to: Professor Hans Oommen, Head, Department of Art and Art History, University of Saskatchewan, Saskatoon, S7N 0W0.

PEDIATRICS

UNIVERSITY OF BRITISH COLUMBIA - Pediatric Hematology. The Department of Pediatrics, UBC and B.C.'s Children's Hospital seeks a senior pediatric hematologist to develop a Department of Hematology in the Division of Hematology/Oncology and bone Marrow Transplantation. Applicants must have the Canadian Fellowship in Pediatrics or Hematology, or equivalent qualifications and be suitable for a university appointment. Research experience in hematological problems and experience in post-graduate education is essential. Administrative experience would be an essat. The position is full-time, grant tenure track, with responsibilities in patient care, teaching and clinical and laboratory research. B.C.'s Children's Hospital is a 250-bed University affiliated teaching hospital and is the only tertiary care children's hospital in B.C., serving a population of 3 million. The hospital is adjacent to the Grace Hospital which provides perinatal care for all high-risk pregnancies in British Columbia. The Special Care Nursery at B.C.'s Children's Hospital provides post-natal care with approximately 700 admissions per year. The Division provides bone marrow transplantation facilities for Western Canada and is an active participant in Children's Cancer Group Activities. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Salary and academic rank will be commensurate with experience and qualifications. Start date will be July 1, 1993. This position is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. If no Canadian candidate is found, other candidates will be considered. Please reply with an up-to-date curriculum vitae by January 31, 1993 to: Dr. Chris Fryer, Head, Division of Hemetology/Oncology, Department of Pediatrics, UBC and B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

UNIVERSITY OF BRITISH COLUMBIA - The Division of Nephrology, Department of Pediatrics, University of British Columbia and B.C. Children's Hospital, Vancouver, is seeking a qualified Pediatric Nephrologist at the Assistant Professor level. This is a grant tenure track position. Responsibilities will include consultative, research, teaching and service duties, primarily within B.C.'s Children's Hospital. Candidates will be required to devote at least 50% of their time in establishing a successful laboratory research program in the area of transplantation immunology, including the immunobiology of vascular endothelial cells, and a clinical research program in Pediatric Nephrology. Candidates should also show evidence of outstanding experience in teaching and clinical care in all aspects of pediatric nephrology, including renal transplantation in children under two years of age. The successful candidate will have completed the specialist training requirements of the Royal College of Physicians and Surgeons of Canada in Pediatric Nephrology and will be expected to successfully completo the pediatric Royal College examinations in Pediatrics and Pediatric Nephrology. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Salary will be commensurate with qualifications and experience. The starting date will be March 1, 1993. Please reply with an up-to-date curriculum vitae by January 31, 1993 to: Dr. David Lirenman, Head, Division of Nephrology, B.C.'s Children's Hospital, 4480 Oak Street, Vancouver, B.C., Canada V6H 3V4.

PHARMACY

UNIVERSITY DF SASKATCHEWAN - College of Pharmecy: Assistent Professor - Toxicology. Applications are invited for a full-time tenure-track position in Toxicology. The applicant should possess a Ph.D. in Toxicology or a related field and preferably hold an undergraduate Pharmacy degree. A background in clinical or human toxicology is preferred. Consideration will also be given to candidates with a Pharm.D. and a Toxicology Research Fellowship. The successful applicant will be expected to participate in the teaching of both undergraduate and graduate Toxicology courses. In addition, the candidate will establish and maintain an independent research program in Toxicology. Significant opportunities exist to collaborative research with College of Pharmacy faculty and members of the Interdisciplinary Toxicology Group at the University of Saskatchewan. The College of Pharmacy offers two undergreduate progems in Pharmacy and Nutrhon/Dietetics and M.Sc./Ph.D. graduate programs in the Pharmaceutical Sciences, Pharmacy Practice and the Nutritional Sciences. Applicants should submit a curriculum vitae including description of research interests and teaching experience) and the names of three references by January 30, 1993 to: Dean Jim Blackburn, College of Pharmacy, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PHARMACY & PHARMACEUTICAL SCIENCES

UNIVERSITY DF ALBERTA - Faculty of Pharmecy and Pharmeceutical Sciences. Applications are invited for a full-time tenure track position in Pharmacy Health Care Administration. The appointment will be at the level of Assistant/Associate Professor in the Division of Pharmacy Practice. The 1992-93 salary range is $40,035-$57,003 for Assitant Professor and $49,423-$71,725 for Associate Professor. Applicants should have a first degree in Pharmacy and a Ph.D., Pharm.D. or equivalent degree specializing in Pharmacy Health Care Administration. Experience and training in epidemiology of drug use, pharmacoeconomics, pharmaceutical care systems, cost benefit analysis or research in pharmacy practice would be especially desirable. The successful candidate will be expected to develop an active research program through extramural funding, and to contribute to the teaching of pharmacy health care administration and pharmacoeconomics in the Faculty's courses. The Faculty has 430 undergrsduate and 60 graduate students. The University of Alberta has about 24,000 students. Excellent opportunities exst for collaborative research with other disciplines within the Faculty or the University at large, as well as outside the University with government agancies. Applications should be received prior to February 1, 1993. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit applications, including a curriculum vitae, a short description of research interests and the names and addresses of thraa referances to: Or. R.E. Moskalyk, Oean, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Oentistry/Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2N8. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

PHILOSOPHY

ACADIA UNIVERSITY, Wolfville, N.S. - The Department of Philosophy at Acadia University invites applications for a tenure track three-year position (position #11001) at the Assistant Professor level to begin on July 1, 1993. Applicants should have a Ph.D. or equivalent degree by the appointment date, and will teach in the areas of Introduction to Philosophy, Plato and Aristotle, German Idealism and Existentialism. Other duties may include supervision of theses and reading course in an area of special interest. Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Herbert Lewis, Chairperson, Selection Committee, Department of Philosophy, Acadia University, Wolfville, Nova Scotia, B0P 1X0. The closing date for applications is 31 January, 1993. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

BISHOP'S UNIVERSITY - The Department of Philosophy at Bishop's University invites applications for a tenure track position, at the rank of assistant professor, commencing July 1s, 1993. A Ph.D. and teaching experience are required. The successful candidate will be expected to teach undergraduate courses in ethics and in at least two other areas: philosophy of art, phenomenology, philosophy of history, post-modernism. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permenent residents of Canada. Applications, including a curriculum vitae and the names of three referees, should be sent by January 15th, 1993, to Or. Garry Retzleff, Dean of Humanities, Bishop's University, Lennoxville, Quebec J1M 1Z7.

ST. THOMAS MORE COLLEGE - The Department of Philosophy, St. Thomas More College, University of Saskatchewan, invites applications for a tenure-track position effective July 1, 1993, subject to budgetary approval. Requirements are a specialization in one or more of undergraduate medieval philosophy, general ethics, professional ethics, phenomenology, and philosophy of science. Rank and salary commensurate with qualifications and experience. Send curriculum vitae, and names, addresses and telephone numbers of three references, and samples of written work to Prof. Michael Pomedli, Head, Philosophy, St. Thomas More College, 1437 College Dr., Saskatoon, Sask. S7N 0W6.

LAKEHEAD UNIVERSITY - The Department of Philosophy at Lakehead University invites applications for a probationary (tenure-track) appointment at the Assistant Professor level commencing August, 1993. This position is subject to final budgetary approval. Areas of specialization are open. Applicants must have a Ph.O. and be able to teach Introductory Philosophy and half courses in elementary symbolic logic, critical thinking, and Philosophy of Mind at the undergraduate level. There is no need for further expertise in ethics. Applicants are asked to submit a curriculum vitae, and the names and addresses of three referees to: Or. Jim Gallert, Oean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent rasidents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples and persons with disabilities.

ST. THOMAS MORE COLLEGE - The Department of Philosophy, St. Thomee Mora College, Universelty of Seskatchewen, invites applications for a two-year term position effective July 1, 1993. Requitements are a specialization in one or more of undergraduate medieval philosophy, general ethics, professional ethics, phenomenology, and philosophy of science. Rank and salary commensurate with qualifications and experience. Send curriculum vitae, three letters of references, and samplas of written work to Prof. Michael Pomedli, Head, Philosophy, St. Thomas More College, 1437 College Oriva, Sasketcon, Sask. S7N 0W6. Closing date for applications is February 15, 1993. Subject to budgetary approval.

THE UNIVERSITY DF REGINA, Department of Philosophy and Classics invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1993 (subject to budget approval). The successful candidate will have the ability to teach Epistemology or the Philosophy of Language and will have expertise in the Philosophy of Psychology. Teaching duties include, as well, introductory classes in Philosophy and Logic. Applicants should have a Ph.O., teaching experience, and publications. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference. Undergraduate and graduate transcripts to Professor O. de Vlieger, Oean, Faculty of Arts, University of Regina, Regina, Saskatchewan S4S 0A2. Closing date for applications is February 1, 1993. The University of Regine is committed to employment equity.

PHYSICAL & OCCUPATIONAL THERAPY

McGILL UNIVERSITY: Join a dynamic and expanding program in Rehabilitation Science. The School of Physical and Occupational Therapy invites applications for tenure track appointments, including director positions for the undergredueta and graduate (MSc/PhO) programs. Candidates with expertise in musculoskeletal or cardiorespiratory medicine, geriontology, epidemiology, rehabilitation technology, or mental health are invited to apply. Candidates should have an occupational therapy, physical therapy, or related background, doctoral level training, and a research and/or clinical interest in one of the above disciplines. Duallfied candidates should send a letter stating teaching and research interests, a curriculum vitae, copies of recent publications, and the names of 3 referees to: Sharon Wood-Oeuphinee, Ph.O., Director, School of Physicel & Occupational Therapy, McGill University, 3654 Drummond Steet, Montreal, Quebec, Canada H3G 1Y5. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

PHYSICS

UNIVERSITY OF SASKATCHEWAN: Plasma Physics Laboratory-Experimental Plasma Physicists. Applications are invited for Research Associate positions in the Plasma Physics Laboratory at the University of Saskatchewan. The successful candidates will join the STOR-M tokamak programs, including ohmic H-modes, alternating current operation, compact torus injection, rf heating/current drive, and anomalous transport. Postdoctoral experience of a few years is preferred. Salaries will be commensurate with experience. Send CV and names of at least three references to: A. Hirose, Plasma Physics Labetatory, Department of Physics, University of Saskatchewan, Sasketoon, Saskatchewan S7N 0W0 Canada. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens or permanent residents. Howaver, applications from all outstanding candidates will be considered.

UNIVERSITY OF SASKATCHEWAN: Plasma Physics Laboratory - Theoretical Plasma Physicist. Applications are invited for a Research Associate position in the Plasma Physics Laboratory at the University of Saskatchewan. Preference will be given to candidates with a few years of postdoctoral experience in theoretical/computational research of anomatous transport and nonlinear plasma physics. Salary will be commensurate with experience. Send resuma and three names of references to: A. Hirose, Plasma Physics Laboratory, Department of Physics, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0 Canada. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens or permanent residents. However, applications from all outstanding candidates will be considered.

UNIVERSITY OF BRITISH COLUMBIA, Vancouver, Canada - Research Association Position For Subatomic Physicist, Sudbury Neutrino Observatory Group. The SNO group at UBC invites applications for a postdoctoral research position. An individuel with technical nuclear physics experience is praferred. The successful candidate will be involved in the design and construction of SNO components and in preparing for data analysis to start when SNO turns on in early 1995. The position will be based in Vancouver but will requira travel amongst collaborating groups in Canada, the U.S. and Britain. The University of British Columbia welcomes all qualified applicants, aspecially women, aboriginal people, visible minorities, and persons with disabilites. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary will depend on experience, with a minimum of $37,000 per year. The appointment can be renewed annually, subject to budgetary confirmation, for an indefinite period. Applicants should send a copy of their C.V. along with names of three referaes to: Chris Waltham, Physics Oept., University of B.C., Vancouver, B.C., Canada V6T 1Z1. The deadline for receipt of applications is February 28th, 1993.

UNIVERSITY DF SASKATCHEWAN - The Department of Physics invites applications for a tenure track position in Space and Upper Atmospheric Physics at the assistant professor level to commence July 1, 1993. Preference will be given to candidates with interasts in the araa of space and atmospheric physics, particularly sedar aurora, and who have a strong commitment to undergraduate and gredueta teaching. It is anticipated that the appointee will join a very successful research team which develops and uses radare and other instrumentation for lonospharic and magnetospheric studies. Expertise in modern electronics and eligibility for registration as a Professional Engineer are considered highly dasirabla. The main fields of research in the Physics Oepartment are subatomic physics, plesme physics and space and upper atmospheric physics. Applications, togathar with curriculum vitae and letters of recommendation from thraa referees, should be sent to: Head, Oepartment of Physics, University of Saskatchewan, Saskatoon, Sask. S7N 0W0, Canada prior to February 1, 1993. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent, and candidates of other minority groups are especially encouraged to apply. The position is subject to budgetary confirmation.

PHYSIOLOGY

THE UNIVERSITY OF WESTERN ONTARID - The Department of Physiology, Faculty of Medicine, University of Western Ontario is seeking applicants for e one-yaar, limited term position as Instructor. Start date is May 1, 1993.

UNIVERSITY OF WINDSOR

Dean of Business Administration
Dean of Science

This is to announce that the searches for Dean of Business Administration and Dean of Science at the University of Windsor have been extended until the positions are filled. The previously announced closing dates are no longer valid.

Laurentian University / Université Laurentienne

Laurentian University seeks applications for the position of the Assistant Vice-President, Academic (French programmes and services and special projects) to take up the position on July 1, 1993 for a five-year term. The Assistant Vice-President reports to the Vice-President, Academic.

Laurentian University is a bilingual institution and the academic operation includes three Federated Church Colleges, three Affiliated University Colleges and the Université canadienne en France at Villefranche. There are four faculties: Humanities, Social Sciences, Science and Engineering and Professional School with an enrolment of approximately 8,000 full-time and part-time students.

All four Faculties offer courses in French with the number of these courses growing each year. Approximately one third of the student population list French as their first language. A steady increase in enrolment, new research centres, expanded French programmes, initiatives in native education, growth of distance education and a successful development campaign are all indicators of the central role of Laurentian University in the economic, social and cultural development of Sudbury and northeastern Ontario.

The Assistant Vice-President, Academic is primarily responsible for the French programmes and services at Laurentian University. This includes providing strong academic support for the development of French language academic programmes and for French language research and researchers as well as the development of general services in French on campus. In addition, the Assistant Vice-President, Academic will be responsible for coordinating major new programme developments until they are established within a faculty.

Candidates should be integrally bilingual, have a strong academic background in research (including a Ph.D.) and teaching and proven administrative ability. Written applications accompanied by a resume and the names of three referees should be submitted by **January 31, 1993** in confidence to:

Dr. Paul Cappon
Vice-President, Academic
Laurentian University
Ramsey Lake Road
Sudbury, Ontario
P3E 2C6

Laurentian University has an employment equity policy. Applications are encouraged from aboriginal people, persons with disabilities and racial minorities. Applications from qualified women are particularly welcome. Laurentian University is a smoke-free environment.

University of Prince Edward Island
UNIVERSITY LIBRARIAN

Applications and nominations are sought for the position of University Librarian, to commence duties on July 1, 1993. The appointment is without term, subject to formal review every five years.

The Robertson Library collection comprises more than 450,000 books, 1,700 subscriptions to journals and other periodicals, and 90,000 pieces of microform, films, sound cassettes, and slides. A staff of 28 provide services to 2,600 full-time and 900 part-time students and 180 faculty members in four Faculties (Arts, Science, Education, Veterinary Medicine) and two Schools (Business Administration, Nursing). Installation of the DRA Integrated Library Automation System is well underway. The Library recently (May 1992) underwent an external review and the incoming University Librarian will be responsible for further evaluation and implementation of recommendations as deemed appropriate.

The University of Prince Edward Island supports employment equity, inviting applications from all quallified candidates. Reporting to the President, the successful candidate will have a Master's degree in Library Science from an accredited program and proven administrative skills acquired and utilized in an academic library setting. Significant qualifications also include leadership and management skills within the library, ability to represent the Library within and external to the University, appreciation of the importance and role of the Library within and external to the University, and knowledge of and familiarity with advances in library automation.

Salary will be commensurate with qualifications and experience.

Applications or nominations, including a curriculum vitae and names of three referees, should be sent by **March 1, 1993** to:

Dr. R.J. Cawthorn,
Chair, Search Committee for University Librarian
Department of Pathology and Microbiology
Faculty of Veterinary Medicine,
University of Prince Edward Island
Charlottetown, P.E.I.
C1A 4P3
Telephone (902) 566-0584
FAX (902) 566-0958

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents.

The position is renewable depending on availability of funds. Candidates should have a graduate degree and laboratory teaching experience. The main function is the coordination and participation in undergraduate laboratory teaching. Further duties include some classroom lecturing and providing assistance to departmental personnel in the use of a local computer network. For the latter, experience with word processing, data management, and graphics software is desirable. There is also the opportunity to participate in collaborative research in an area of interest in the department. Salary is negotiable and the position is open until a suitable candidate is selected. Applications, with curriculum vitae and names of three references should be submitted to: Chair, Department of Physiology, The University of Western Ontario, London, Ontario, N6A 5C1. Note: Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

McGILL UNIVERSITY - Department of Physiology (Asrospace Medical Research Unit) - Systems Neurophysiologist. Applications are invited for a tenure-track position at the Assistant Professor level. Research areas and techniques of special interest include the vestibulo-ocular reflex and its suppression, oculomotor control during coordinated eye-head-body movement and single unit recording in alert, behaving animals. Applicants should have a doctoral degree, relevant post-doctoral research experience and a demonstrated record of research accomplishments. The successful applicant will be expected to develop an independent research program emphasizing basic vestibular and/or oculomotor neurophysiology. Send curriculum vitae, bibliography, concise statement of research interests and future plans and the names of three referees by February 1, 1993 to: Dr. David Goltzman, Chairman, Department of Physiology, McGill University, 3655 Drummond Street, Montreal, Quebec, Canada H3G 1Y6. While all eligible candidates are encouraged to apply, initial preference will be given to applicants who are Canadian citizens or permanent residents of Canada in accordance with Canadian Immigration regulations.

PHYSIOTHERAPY

DALHOUSIE UNIVERSITY - Physiotherapy, Two Faculty Positions. Applications are invited for 2 tenure-track positions in the School of Physiotherapy at Dalhousie University. One position is for a 5 Faculty member with duties to commence September 1993. The other position is for a full-time Faculty member with duties to commence July 1994. Preference will be given to applicants with a doctoral degree, teaching interest and recent clinical experience in one or more of the following areas: cardiorespiratory, pediatrics, neurology, respiratory care, but individuals in other areas are also encouraged to apply. Candidates with lesser qualifications may be considered. Applicants must be eligible for membership in the Canadian Physiotherapy Association. The rank and salary will be commensurate with qualifications and experience and is subject to budgetary approval. The School of Physiotherapy has excellent teaching and laboratory/research space which can accommodate graduate studies. The School offers a fully accredited B.Sc. (Physiotherapy) program and a proposal for an M.Sc. (Physiotherapy) degree has been approved by Senate. Applicants should include a curriculum vitae, outline of research directions, representative reprints and arrange for three letters of recommendation to be forwarded to: Dr. S. Curwin, Chair, Appointments Committee, School of Physiotherapy, Dalhousie University, Halifax, NS, B3H 3J5; (902-494-2524); (Fax-902-494-1941). Inquiries from interested candidates are welcome. The University encourages applications from qualified women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is January 31, 1993 or until the positions are filled.

POLITICAL ECONOMY

CARLETON UNIVERSITY - Institute of Political Economy. Subject to budgetary approval the Institute of Political Economy invites applications annually from distinguished senior scholars, women and men, to teach some aspect of political economy at the graduate level as a Visiting Professor for a 2-12 month period. The applicant should have a record of internationally recognized published scholarship, and offer work of an interdisciplinary character attracting students from several disciplines. Applications in any calendar year by December 31, to the Director, Institute of Political Economy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for woman, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

POLITICAL SCIENCE

YORK UNIVERSITY. Faculty of Arts. Department of Political Science. Applications are invited for one tenure-track position at the assistant professor level to be filled in either: a) Japanese Politics, with a preference for e specialization in domestic and international political economy; or b) the Politics of Post-Soviet Successor States, with a preference for e specialist in Russian Politics. The successful applicant will be expected to have the ability to teach general courses in Comparative Politics. Requirements: PhD or equivalent; fluency in the appropriate language; demonstrated research and teaching abilities and demonstrated publication abilities. Salary: commensurate with qualifications. Applicants should send a CV, appropriate samples of their schotorship, teaching evaluations, and arrange to have three letters of reference sent to: Professor L. Panitch, Chair, Department of Political Science, S669 Ross, York University, North York, Ontario M3J 1P3. Deadline for applications is February 1, 1993. Appointment subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF ALBERTA - The Department of Political Science. University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of Political Philosophy. Applicants should have a completed Ph.D., a commitment to the effective teaching and an active program of research. Candidates should be prepared to teach courses in the major political thinkers and political ethics. For 1992-93, the minimum salary for assistant professors is $40,035. The position is subject to confirmation of funding. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, three confidential letters of reference, transcripts, and a sample of recent written work should be sent to Professor Tom Keating, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4 by the deadline of 30 January, 1993. The University of Alberte is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women

McGILL UNIVERSITY - Department of Political Science. McGill University invites applications for one or more sessional lecturer positions (full-time or partial) for the 1993-94 academic year. The positions are subject to budgetary approval. Possible fields include Canadian Politics, African Politics, West European Politics, Political Theory, International Politics and Empirical Methods. Candidates should have a Ph.D. in Political Science. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Applications should be submitted no later than February 28, 1993. Applications, including a curriculum vitae, university transcripts and three letters of reference, should be sent to: Professor Jerome H. Black, Chair, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreat, Quebec H3A 2T7.

LAURENTIAN UNIVERSITY - Department of Political Science. Applications are invited for a tenure-track eppointment, subject to budgetary approval, in July 1993 in Comparative Politics (industrialized) and International Relations. Applicants should have a completed Ph.D. and a commitment to effective teaching and scholarly research. Applicants should have an oral understanding of the French language. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Applications, including a curriculum vitae and names of three referees, should be made by February 1, 1993 to Prof. Keith Sinclair, Chair, Department of Political Science, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITY OF ALBERTA. The Department of Political Science. University of Alberta, invites applications for a tenurable position at the junior assistant professor level in the field of Comparative Politics. Applicants should have a completed Ph.D., a commitment to effective teaching and a concentration and strong research interest in developmental theory. Applicants should be prepared to teach and the methodology of comparative politics. Preferred area of concentration is East Asia. For 1992-93, the minimum salary for assistant professors is $40,035. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A curriculum vitae, three confidential letters of reference and transcripts should be sent to Professor Tom Keating, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4, by the deadline of 15 January, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

POLITICAL STUDIES

ST. THOMAS MORE COLLEGE, University of Saskatchewan, invites applications for a tenure-track or one-year term appointment in Political Studies at the Assistant Professor level commencing on July 1, 1993. Candidates should have the Ph.D. in hand or finaly expected by July 1993, and show promise in research and teaching. The area of specialization is International Relations. Salary is competitive and is negotiable in accordance with qualifications and experience. This position is open to beth men and women and, in accordance with Canadian Immigration requirements is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcript of academic record and three letters of reference should be sent to Jean-Guy Ouenneville, Head, Department of Political Studies, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 0W6. Closing date for applications is February 15, 1993. St. Thomas More College is a Catholic College federated, i.a., academically integrated, with the University of Saskatchewan. Subject to budgetary approval.

OCEANOGRAPHY

Research Associate, Department of Oceanography, Dalhousie University, to work on the production of naturel low molecular weight halogenated organics in seawater. Should have a Ph.D. in Oceanography or Chemistry; experience in GC analysis and ability to work at sea essential. Apply before Jan. 7, 1993 to Dr. R.M. Moore, Department of Oceanography, Dalhousie University, Halifax, N.S., Canada B3H 4J1. Dalhousie University is an Employment Equity/Affirmative Action Employer; applications are encouraged from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

POLITICS

BROCK UNIVERSITY - The Department of Politics of Brock University invites applications for a probationary faculty appointment at the assistant professor level in the field of comparative politics, commencing July 1, 1993 subject to final budgetary approval. The successful candidate will be expected to have a completed Ph.D. degree, some undergraduate teaching experience, and demonstrated potential for developing a sustained program of independent research and scholarly activity. Preference will be given to applicants whose teaching and research interests relate to the politics of Europe, Latin America, South Asia, or sub-Saharan Africa. Applicants should submit by January 15, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or pre-prints of publications to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Brock University is committed to a positive action policy aimed at reducing gender imbelance among its faculty: qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

PSYCHOLOGY

UNIVERSITY OF TORDNTO, Erindale College - The Department of Psychology of the University of Toronto announces the availability of a two-year contractually limited appointment for e cognitive psychologist at the Assistant Professor level. The position is tenable on the University's Erindale Campus commencing July 1, 1993. Candidates for this position should have a Ph.D. in psychology. In addition to teaching three one-semester undergraduate courses (or the equivalent), the successful applicant will be expected to maintain an active research programme. Salary floor is $38,200. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. In accordance with Its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should have a demonstrated interest in working in a culturally diverse (industrialized) and international Relations. Application letter and curriculum vitee and arrange for three letters of recommendation to be sent to Prof. Tom Alloway, Associate Chair, Department of Psychology, Erindale College, University of Toronto, Mississauga, Ontario L5L 1C6; FAX (416) 828-5328. Applications close February 15, 1993.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for a limited term appointment of up to three years at the Assistant Professor level in Sensation and Perception. Individuals with research interests in psychophysics, computational modeling, and sensory processes are particularly encouraged to apply, but applications from all subfields of sensation and perception are invited. The successful candidate will have strong doctoral level training, plus demonstrated ability in research, and graduate and undergraduate teaching. The scheduled starting date is July 1, 1993 subject to budgetary approval. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. W.A. Roberts, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for a limited term appointment of up to three years at the Assistant Professor level in Developmental/Clinical Psychology. The successful candidate will have strong doctoral-level training, plus demonstrated ability in research and teaching in areas relevant to both the developmental and clinical programs of the department. The Developmental program has an emphasis on the development of social relationships. The Clinical Program adheres to the scientist-practitioner model and is APA and CPA accredited. The scheduled starting date in July 1, 1993 subject to budgetary approval. A letter of application including a curriculum vitae, copies of recent publications, and three letters of recommendation should be sent to Dr. W. Roberts, Acting Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permenent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

YORK UNIVERSITY. Faculty of Arts. Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level for a person with specialization in History/Theory of Psychology. Duties include teaching in both the graduate and undergraduate programmes. Candidates should have a promising publication record and programme of research and scholarly activity. Preference will be given to applicants whose teaching and research interests relate to the politics of Europe, Latin America, South Asia, or sub-Saharan Africa. Applicants should submit by January 15, 1993 a curriculum vitae, the names and addresses of three referees, and selected reprints or pre-prints of publications to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Brock University is committed to a positive action policy aimed at reducing gender imbelance among its faculty: qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

PSYCHOLOGY

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YORK UNIVERSITY. Faculty of Arts. Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in Applied Social/Cross Cultural Psychology. Duties include teaching in both the graduate and undergraduate programmes. Candidates should have a promising publication record and programme of research. Experience in teaching Research Methodologies is desirable although not required. Fluency in French would be an asset. Enquiries and applications, with curriculum vitae and three letters of reference, and relevant reprints should be directed to Prof. David Reid, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty. All positions at York University are subject to budget approval. Deadline for applications is January 31, 1993.

YORK UNIVERSITY. Faculty of Arts. Department of Psychology. Applications are invited for two tenure-track positions at the assistant professor level in Clinical Psychology. Duties include teaching in both the graduate and undergraduate programmes. Candidates should have a promising publication record and programme of research in psychopathology or assessment or intervention. Experience in teaching Research Methodologies is desirable although not required. Enquiries and applications, with curriculum vitae and three letters of reference and relevant reprints should be directed to: Prof. David Reid, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for application is January 31, 1993. All positions at York University are subject to budget approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA - The Department of Psychology at the University of Victoria invites applications for e tenurable position in the area of Human Neuropsychology to begin July 1, 1993. The rank of this position is open. Salary is competitive and based on a full-time (12 month) appointment, plus UVic benefits. Duties include teaching at the undergraduate and graduate levels, research and clinical supervision of graduate students, and maintenance of an active program of research. Applicants must have a Ph.D. in Psychology plus specialization in clinical neuropsychology and be registerable in clinical psychology in the Province of British Columbia. To apply, send a letter of application, curriculum vitae and reprints or preprints, and have three colleagues send letters of recommendation independently to David Huitsch, Ph.D., Chair, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5, Canada. Applicants at the senior level may request confidentiality at the time of application. Inquiries may be directed to Dr. Hultsch at (604) 721-7538 or to Dr. R. Graves at (604) 721-7539. Applications will be accepted until January 31, 1993 or until the position is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is an employment equity employer and encourages applications from women, aboriginal persons, visible minorities, and aboriginal persons.

UNIVERSITY OF VICTORIA - The Department of Psychology at the University of Victoria invites applications for e tenurable position in the area of Human Neuropsychology to begin July 1, 1993. The rank of this position is open. Salary is competitive end based on a full-time (12 month) appointment, plus UVic benefits. Duties include teaching at the undergraduate and graduate levels, supervision of graduate student research, and maintenance of an active program of research. Applicants must have a Ph.D. in Psychology plus specialization in human neuropsychology, and have outstanding research credentials relative to rank. Clinical background is desirable but not required. To apply, send e letter of application, curriculum vitae and reprints or preprints, and have three colleagues send letters of recommendation independently to David Hultsch, Ph.D., Chair, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5, Canada. Applicants at the senior level may request confidentiality at the time of application. Inquiries may be directed to Dr. Hultsch at (604) 721-7488 or to Dr. R. Graves at (604) 721-7539. Applications will be accepted until January 31, 1993 or until the position is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

McGILL UNIVERSITY - Department of Psychology. Applications are invited for a tenure-track appointment at the assistant professor level in behavioural neuroscience including neuroethology. Individuals whose research is concerned with sensory systems, motor systems, their interaction and/or development are invited to apply. The appointment will commence in September, 1993. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. Applicants should also send a curriculum vitae, copies of recent publications, and a brief statement describing their current research and future research plans to Dr. A.G. Baker, Chair, Physiological Psychology Search Committee, Department of Psychology, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada, H3A 1B1. Completed applications should be received by February 1, 1993, although late applications may be considered. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CONCORDIA UNIVERSITY - Department of Psychology. Applications are invited for at least one tenura track opening and several limited term appointments available to the department beginning on August 1, 1993, pending budgetary approval. Appointments will be at the Assistant Professor level. The Department has 43 tenure track faculty positions and offers both an M.A. and Ph.D. degree in addition to B.Sc. and B.A. programs. The graduate program provides e clinical training stream that is fully eccredited by CPA and APA. The principal areas of research in the department are psychobiology, cognition and perception, child and life span development and clinical psychology. Included emerging this department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. At this time applicants with interests in any of the above broedly defined areas with an active, ongoing research program are encouraged to apply. Applications will be considered starting January 1, 1993 but applications will be accepted until the positions are filled. Please send a letter of application, a curriculum vitae, a statement of teaching interest and qualifications, and two letters of reference to: Norman Segalowitz, Chairperson, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian Immigretion requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordie University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

SIMON FRASER UNIVERSITY: The Department of Psychology invites applications for a tenure-track position at the Assistant Professor level, starting September, 1993. The successful candidate may have specialization in any area, but must have strengths and demonstrated teaching interest and ability in statistics and methodology at the undergraduate and graduate level. The successful candidate will also consult to faculty and students about statistical issues. Qualifications include a Ph.D., an active research program, and a commitment to teaching. Salary will be commensurate with qualifications and experience. Please submit a letter of application, curriculum vitae, a sample of recent reprints, and three current letters of reference to Dr. James Ogloff, Associate Chair, Department of Psychology, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. All application materials must be received by February 1, 1993. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The completion of this appointment is subject to budgetary approval.

UNIVERSITY OF TORONTO (Scarborough Campus): One-year Visiting Professor position in Psychology for the academic year 1993-94. Ph.D. required. Active research program essential. Teaching responsibilities may include introduction to psychology, personality and an advanced level course in theoretical psychology. Salary dependent on rank. Closing date for applicetions is February 15, 1993. This position is subject to budgetary epproval. Letter of application, curriculum vitae and names of referrence should be sent to Dr Gerry Cupchik, Division of Life Sciences, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. The University of Toronto has an Employment Equity Policy and encourages both women and men to apply for positions.

UNIVERSITY OF WINDSOR - Methodology/Social Psychology. Applications are invited for e tenure-track position, at

The University of Manitoba

RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next year beginning January 1, 1993 in the following fields: Regulation of plant hormone gene expression; Weed ecology and management; Host-pathogen interactions in cruciferous crops; Endocrinology of domestic animals — hormones and receptor changes are studied under different physiological conditions; Poultry nutrition; Nutritional biochemistry end toxicology; Reproductive Physiology (male/female); Reproductive physiology/endocrinology involving RIA, tissue culture, cell biochemistry; Microbiology, mycology, post harvest plant physiology; Animal genetics — Animal nutrition; Microstructure — mechanical property relationships in engineering materials, Analytical electron microscopy of engineering materials; Sensory systems and perception with applications to ergonomics; Theoretical and computational applied mechanics, dynamics and mechanism analysis; Computational electromagnetics, antenna analysis and design; Analytical chemistry, familiar with HPLC techniques; Pharmaceutical chemistry, pharmacokinetics, drug metabolism, steroid chemistry, pharmaceutics, pharmaceutical technology, toxicology; Leisure behaviour, exercise physiology, tourism, outdoor recreation and resource management; Wave propagation in solids; Theoretical condensed matter physics, low and intermediate energy subatomic physics, mass spectroscopy, condensed matter physics, optical spectroscopy; Thyroid function in fish; Contemporary Bengali, philosophy and religion. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke-free work environment save for designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vita, bibliography and names of referees, should be sent to Mrs. Jean Zushman, Executive Assistant to the Vice-President (Academic) and Provost, Room 202 Administretion Building, The University of Manitoba, Winnipeg, Manitobe, R3T 2N2.

CAREER OPPORTUNITY

ASSISTANT/ ASSOCIATE PROFESSOR MATHEMATICS

The Nova Scotia Agricultural College has served agriculture in the Atlantic Region since 1905 and currently provides Technical and University education to 750 students annually. Bachelor of Science in Agriculture degrees are offered in association with Dalhousie University. The College places high priority on teaching excellence and faculty members are involved in a wide range of research endeavours. The College offers the opportunity to have a close association with students, faculty from a relatively small department and a unique opportunity to work with agriculturalists in Atlantic Canada.

Duties.
The Assistant/Associate Professor will be responsible for teaching undergraduate and technical courses in mathematics and/or statistics; statistical and mathematical consulting in numerical analysis in an interdisciplinary environment; developing research interests and possible involvement in graduate teaching.

Qualifications:
A strong background in mathematics to at least the Masters level and three years related experience. Ph.D. in mathematics or physical or environmental science is preferred. Strong teaching interests and potential are essential.

Salary Renge: $42,200 - $59,962
In accordance with Canadian Immigration requirements, this notice is directed to Canadian citizens and permanent residents.

Full Civil Service Benefits
The Province of Nova Scotia is an equal opportunity employer.
Please quote Competition Number: 41-0045
Closing Date: 4:30 P.M. on January 14, 1993

For additional Information:
Mr. C.T. Madigan
Associate Professor and Head
Department of Mathematics and Physics
N.S. Agricultural College
P.O. Box 550
TRURO, Nove Scotia
B2N 5E3
Phone: (902) 893-6600

Applications and/or resumes along with three references should be submitted to the Nove Scotia Civil Service Commission, P.O. Box 943, Hellfax, Nove Scotia, B3J 2V9.

Nova Scotia
Department of Agriculture and Marketing

the Assistant Professor level, commencing July 1, 1993, in the areas of Methodology, Quantitative Methods, and Social Psychology. Candidates should have a Ph.D., as well as the statistical and methodological skills required to teach at both undergraduate and graduate levels. The successful candidate will be expected to develop an active research program and also to provide consultative services in statistics and methodology to members of the department. Consideration of applications will begin February 1, 1993 and will continue until the position is filled. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dr. Stewart Page, Acting Head, Department of Psychology, University of Windsor, Windsor, Ontario, N9B 3P4; FAX: (519) 973-7050.

UNIVERSITY OF SASKATCHEWAN - Applied Social Psychology: Applications are invited for a tenure-track position in applied social psychology to commence July 1, 1993 (subject to budgetary approval). The appointment will be made at the Assistant Professor level (1991/92 salary range is $36,093 - $47,131). Our department is looking for candidates trained in applied social psychology or experimental social psychology with applied training and/or experience. Candidates knowledgeable in one or more of the following areas are especially encouraged to apply: industrial/organizational psychology, research design and methodology, training and consultation, policy research, program evaluation, and small group processes. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent and candidates from other minority groups are especially encouraged to apply. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent as soon as possible to: Dr. Peter Grant, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN - Clinical Psychology. Applications are invited for a tenure-track position in clinical psychology at the Associate or Assistant Professor rank effective July 1, 1993 (subject to budgetary approval). We are primarily interested in someone with expertise in child (assessment, psychopathology or therapy) or family systems, but will consider other specialties. A strong publication track-record, good teaching and supervisory skills, and clinical expertise are required. The successful applicant will teach both graduate and undergraduate courses, although the majority of duties will be in the graduate program. We have a well-established, CPA/APA accredited Ph.D. program that is strongly supported by the University. Good opportunities for research and professional practice are available. In accordance with immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity. Women candidates, candidates of aboriginal descent and candidates from other minority groups are especially encouraged to apply. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent as soon as possible to: Dr. Linda McMullen, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

UNIVERSITY OF ALBERTA - The Department of Psychology, University of Alberta, invites applications for a tenure track position in the area of Developmental Psychology at the level of beginning Assistant Professor, salary range: $40,035 - $57,003. The position is open with respect to area of specialization, but there is some preference for individuals with interests in language development, conceptual development, mathematical cognition, reading, scientific reasoning, spelling, or writing. Current Developmental faculty conduct research on emergent literacy, reading, and mathematical skill. Decisions will be made on the basis of demonstrated research excellence, teaching ability, and interactions with colleagues. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should include a curriculum vitae, three letters of recommendation, and reprints or recent publications. These materials should be sent to Dr. Jeffrey Bisanz, Developmental Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. To receive full consideration, all materials must be received by January 1, 1993. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women. Vacancy no. 129-109-217.

RELIGIOUS STUDIES

SAINT MARY'S UNIVERSITY Department of Religious Studies invites applications for a tenure track appointment in Religion and Culture. This appointment is at the Assistant Professor level and will begin September 1, 1993. Duties will include undergraduate teaching in at least two of the thematic, comparative or Christian areas of the department's curriculum, as well as developing specialized research and publication. Candidates must demonstrate strong teaching ability and research potential. A completed PhD and teaching experience are preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and people with disabilities. Applications, including a curriculum vitae, the names of three referees and a statement on both proposed teaching and research directions should be sent to Dr. Paul Bowlby, Department of Religious Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Screening of applications will commence after February 21, 1993.

SCULPTURE

THE UNIVERSITY OF SASKATCHEWAN, Department of Art and Art History is inviting applications for a tenure-track position in Studio Art, at the Assistant Professor level. Teaching responsibilities will be in Sculpture. Candidates should be well versed in contemporary theory and should have a background in one or more of the following: Printmaking, photography, performance or installation. Approximate salary is $36,000-$47,000. The candidate should have a M.F.A. degree or equivalent, University teaching experience and an active exhibition record. The candidate is expected to contribute fully at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to employment equity policies. This position commences, subject to budgetary approval, on July 1, 1993. Deadline for receipt of applications is January 15, 1993. Applicants should arrange to have a curriculum vitae, 20 slides of student's work and three letters of reference sent to: Professor Hans Dommasch, Head, Department of Art and Art History, University of Saskatchewan, Saskatoon, S7N 0W0

SLAVIC LINGUISTICS

UNIVERSITÉ D'OTTAWA - Département de Langues et littératures modernes: Position en linguistique slave, disponible le 1 juillet 1993. Position: Professeur(e) adjoint(e). Formation et compétences requises: Doctorat en linguistique slave. L'expérience et le dossier de publications devraient permettre à le candidat/au candidat de diriger des recherches au niveau des études supérieures. Attestations d'enseignement: Cours de la 1ère année du cycle en philologie slave, en vieux slavon d'église, et en linguistique russe. Aptitude manifesté à enseigner des cours de premier cycle de langue russe à tous les niveaux. L'Université est une institution bilingue et elle exige le bilinguisme pour l'obtention de la permanence. Conformément avec les exigences de l'immigration et emploi au Canada, cette annonce est visée aux citoyens reçus canadiens et aux immigrants reçus(es). L'Université a une politique d'équité en matière d'emploi. Date de clôture: Le 15 janvier, 1993. Prière d'adresser votre lettre de candidature, son curriculum vitae complet et à jour et les noms de trois répondant(te)s à: Dr. Juana Munoz-Liceras, Directrice, Département des langues et littératures modernes, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF OTTAWA - Department of Modern Languegee and Literatures. - Tenure track position in Slavic Linguistics, available July 1993. Rank: Assistant Professor. Qualifications and description: Ph.D. in Slavic Linguistics. Experience and publication record should be such as to qualify the candidate to supervise graduate research. Teaching duties: Graduate courses in Slavic Philology, Old Church Slavonic and Russian Linguistics. Demonstrated ability to teach undergraduate Russian language courses at all levels. The University is a bilingual institution and fluency in English and bilingualism is a condition for tenure. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. The University of Ottawa an equal opportunity employer. Application deadline: 15 January 1993. Applications with C.V. and names of three references should be sent to: Dr. Juana Munoz-Liceras, Chairperson, Department of Modern Languages and Literatures, University of Ottawa, Ottawa, Ontario K1N 6N5.

SOCIAL SCIENCE

UNIVERSITÉ D'OTTAWA - École de service sociale. Deux postes de professeures et professeurs candidats à la permanence sont à combler - l'un pour le 1er juillet 1993 - et l'autre pour le 1er janvier 1994. Les candidatures répondant aux exi gences suivants seront considérées: Détenir un doctorat en service social ou une formation initiale en service social et un doctorat dans une discipline connexe; les personnes en rédaction de thèse doctorale seront considérées; Etre capable d'assumer des fonctions d'enseignement et de recherche au 2e cycle dans les domaines suivants: santé et/ou famille-enfance; Posséder une connaissance suffisante de la langue française pour assumer les fonctions d'enseignement dans cette langue au 2e cycle. Les personnes intéressées devront faire parvenir, avant le 4 janvier 1993, leur curriculum vitae ainsi que le nom et l'adresse de trois répondantes ou répondants à: Roland Lacombe, directeur, École de service social, Université d'Ottawa, Ottawa (Ontario) K1N 6N5; Tél: (613) 564-9854; Télec: (613) 564-9734. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Conformément aux exigences prescrites en matière d'immigration canadienne, cette annonce s'adresse aux personnes de citoyenneté canadienne ou qui ont le statut de résidente ou résident canadien.

SOCIAL WORK

UNIVERSITY OF TORONTO - Faculty of Social Work. Applications are invited for tenure stream appointments at the assistant and associate or full professor levels, starting date to be negotiated. Successful applicants will be expected to teach in the masters and the doctoral programs. Candidates should have a completed or almost completed doctorate in Social Work or a field compatible with Social Work. Senior candidates should have a national or international reputation in applied research and publication while junior candidates should have demonstrated potential to move quickly to achieving this status. All candidates should have strong teaching ability. These positions offer an opportunity to play a major role in the development phase in which the Faculty seeks to contribute to knowledge building for practice. Recruitment of candidates with scholarship and interest in the substantive areas of anti-racism, multiculturalism, and native issues, and, child and family welfare and with competence in direct practice will be top priorities. Competence in community practice is also desirable. Other theme areas of emphasis include health, housing and gerontology. Applicants are invited to send a curriculum vitae and the names and addresses of three referees to Dr. Heather Munroe-Blum, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1. Interested individuals are encouraged to apply by December 31, 1992. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the case of the junior positions. A Visiting Professor position will be available in the Faculty for the Spring and Fall of 1993 in the same areas of competence and interest described above. Applicants should apply immediately to the above address. (Immigration Requirements do not apply).

SOCIOLOGY

BRESCIA COLLEGE invites applications for a one-year leave replacement position at the Assistant Professor level beginning July 1, 1993. Applicants should have a PhD completed or nearly completed. Duties will include research and teaching undergraduate courses in Criminology, Juvenile Delinquency and Social Problems. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia is committed to employment equity and welcomes applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

BRESCIA COLLEGE affiliated with The University of Western Ontario invites applications at the Assistant Professor level beginning July 1, 1993. Applicants should have a PhD completed and be involved in an active research program. Duties will include teaching undergraduate courses. Preference will be given to candidates with expertise in at least two of the following areas: Methodology and Statistics, Gender Roles, Socialization, Communication, Complex Organizations, Social Psychology, Social Change, and Social stratification. The ability to teach effectively is expected. Rank and salary according to experience and qualifications. Send curriculum vitae and the names of three references to Sister Dolores Kuntz, 1285 Western Road, London, Ontario, N6G 1H2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brescia is committed to employment equity and welcomes applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Sociology. Subject to final budgetary approval, the Department of Sociology, Memorial University of Newfoundland, invites applicants for a visiting, two-year position, commencing September 1, 1993, to replace a faculty member on leave. Ph.D. required. Rank and salary commensurate with qualifications and experience. Capacity to teach undergraduate methods an asset. Applicants should mail or fax (709-737-4569) a curriculum vitae and names of three referees to: Chairperson, Recruitment Committee, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7 Canada. Fax: (709) 737-4569. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Memorial University is committed to employment equity.

SOCIOLOGY & ANTHROPOLOGY

SIMON FRASER UNIVERSITY - Sociology and Anthropology Department, Burnaby, B.C. V5A 1S6, Canada: Vacancy in First Nations Studies. Applications are invited from qualified Anthropologists for a tenure track position at the Assistant Professor rank. This is a joint eppointment with the Department of Sociology and Anthropology and First Nations Studies. The position is located in Kamloops as part of a collaborative effort between the Secwepemc Cultural Education Society of the Shuswap people and the Department of Sociology/Anthropology of Simon Fraser University. Applicants should have a Ph.D. in Anthropology. Other requirements: ability to teach in First Nations Studies courses in core areas of Anthropology, some experience teaching in institutions where there is a large concentration of First Nations students, and evidence of a serious commitment to undertake research among Inferior Salish. Desirable qualifications: experience in curriculum and program development, knowledge of one or more Interior Salish languages. This is the first tenure track position to be made by the University in First Nations Studies and is likely to be followed by other positions. Therefore the University would like to encourage qualified individuals to send their curriculum vitae even if they do not meet all criteria specified for the position being advertised of present. Letter of application, curriculum vitae and names and addresses of three referees should be sent to Dr. Michael Howard, Chair of the Appointments Committee, Department of Sociology and Anthropology, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Deadline for applications: January 15, 1993. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. The appointment will be subject to budgetary approval. Simon Fraser University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

SUMMER SESSION

UNIVERSITY OF MANITOBA - Summer Session. The University of Manitoba has teaching opportunities available for Summer Session 1993. Three academic periods are scheduled, Intersession early May to late June, Summer Evening early May to early August and Summer Day early July to late August. Instructional positions may be open in courses in Child and Adolescent Development, The Psychology of Women, and The Psychology of Sex Differences offered by the Department of Psychology. A successful record of university teaching is required, and a Ph.D. in Psychology is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The university offers a smoke-free work environment. Leave for specific designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications for teaching positions should be forwarded to Prof. B. Kops, Acting Director, Summer Session, Continuing Education Division, 188 Continuing Education Complex, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Deadline for receipt of applications is January 4, 1993.

SURGERY

THE UNIVERSITY OF BRITISH COLUMBIA - Department of Surgery: Endowed Chair in Neurosciences. A lifetime Faculty appointment to the newly established Alcan Chair in Neurosciences within the Division of Neurosurgery will become available within the Department of Surgery. Applicants should have obtained their Fellowship in the Royal College of Physicians and Surgeons of Canada in Neurosurgery, and be eligible for registration with the College of Physicians and Surgeons of British Columbia. The applicant must have basic science training in neural investigation with a postgraduate degree (Ph.D.) releted to the field. Salary will be commensurate with qualifications and experience. This is a tenure track position. Anticipated start date is March 1, 1993. This position is subject to final budgetary approval. **UBC welcomes** all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by January 30, 1993 to: Dr. Richard J. Finley, Professor & Head, Department of Surgery, 910 West 10th Avenue, Rm. 3100, Vancouver, B.C., Canada V5Z 4E3.

UNIVERSITY OF SASKATCHEWAN - Orthopedic Surgeon. The Department of Surgery at the University of Saskatchewan requests applications for an appointment to the Division of Orthopedic Surgery and an associated full time appointment to the staff of the Department of Orthopedics at Royal University Hospital and an academic appointment in the College of Medicine. The candidate must hold Certification in Orthopedic Surgery from the Royal College of Physicians and Surgeons of Canada, and be eligible for licensure by the College of Physicians and Surgeons of Saskatchewan. The position will be a full time tenure track faculty appointment in the College of Medicine, Department of Surgery. Salary and rank will be commensurate with candidate's qualifications and experience. The successful candidate will have established expertise in Pediatric Orthopedic Surgery and diseases of the back. A documented reputation in undergraduate education is required with expectation the candidate will assume primary responsibility for this discipline in Orthopedic Surgery. A previous record of satisfactory academic activity is recommended. The University of Saskatchewan is committed to the principles of employment equity. This position has been cleared for advertising at the two-tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. Interested candidates should submit a current curriculum vitae and names of three referees to: Dr. Roger G. Keith, Professor and Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan S7N 0X0. Deadline for applications is January 30, 1993.

VISUAL ARTS

UNIVERSITÉ D'OTTAWA - Le Département d'Arte visuels de l'Université d'Ottawa annonce l'ouverture d'un poste de professeure ou de professeur en théorie et histoire de l'art à temps complet au rang d'adjoint(e) constitué à la permanence. Le Département offre des programmes de Baccalauréat en Arts visuels en Atelier et en Photographie, at au Baccalauréat en Théorie et Histoire de l'Art. Exigences: Doctorat; Spécialisation dans l'art moderne et contemporain; Expérience d'enseignement et de recherche; Publications. Le candidat ou la candidate devra satisfaire aux exigences de l'Université d'Ottawa en matières de bilinguisme avant l'obtention de la permanence. Le salaire sera établi selon la convention collective. Entrée en fonction: le 1er juillet 1993. Date limite des candidatures: le 15 janvier 1993 ou jusqu'à ce que le poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux personnes de citoyenneté canadienne et de résidence permanente. L'Université a une politique d'égalité en matière d'emploi. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae et les noms de trois personnes à qui s'adresser. Prière de s'adresser suivante: Directeur, Département d'Arts visuels, Université d'Ottawa, 100, avenue Laurier est, Ottawa (Ontario) K1N 6N5.

UNIVERSITY OF OTTAWA - The Department of Visuel Arts of the University of Ottawa announces the opening of a full-time, tenure-track position at the rank of Assistant Professor in Theory and History of Art. The Department offers programmes leading to a Bachelor of Fine Arts in Studio and in Photography and a Bachelor of Arts in Theory and History of Art. Requirements: Recognized studio practice in painting; Teaching experience; The successful candidate will be required to meet the criteria of bilingualism of the University of Ottawa before receiving tenure. Salary will be determined according to the Collective Agreement. Starting Date: 1 July 1993. Deadline for Applications: 15 January 1993 or until appointment of a suitable candidate. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment Equity is University Policy. Candidates should submit their Curriculum Vitae and names of three referees to: The Chairperson, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue East, Ottawa (Ontario) K1N 6N5.

WOMEN'S STUDIES

LAURENTIAN UNIVERSITY - The Women's Studies program at Thorneloe College of Laurentian University invites applications for a two year leave replacement at the rank of Lecturer or Assistant Professor. A begin date of July 1, 1993 is required. Teaching experience and background in feminist theory, health, reproduction, or violence against women would be considered assets, but all candidates with a broadly based knowledge of women are encouraged to apply. Duties will include teaching a first year course and other interdisciplinary women's studies courses, as well as some administrative duties. Salary according to qualifications and the collective agreement. C.V. and the names of three references should be sent to the Coordinator of Women's Studies, Laurentian University, Ramsey Lake Road, Sudbury, Dnt. P3E 2C6; Fax (705) 673-4979. Closing date January 31, 1993, or until the position is filled. Thorneloe University is committed to equity in employment.

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February Deadline - January 8

Environmental Biology

The Physical Sciences Division, Scarborough Campus, University of Toronto plans to make a tenure track appointment in Environmental Biology at the rank of Assistant Professor, subject to final budgetary approval. The starting date is July 1, 1993. We seek candidates with proven or potential excellence in research and teaching, and an enthusiasm for participating in new teaching and research programmes within a newly integrated interdisciplinary Environmental Sciences group in this Division. Applicants should ask at least three referees to send letters of recommendation and should forward an application consisting of a curriculum vitae for **Professor Charles C. Dyer, Acting Chair, Physical Sciences Division, Scarborough Campus, University of Toronto,** 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. The deadline for the receipt of applications and letters of recommendation is **January 15, 1993.** In accordance with Canadian immigration requirements, this advertisement is directed to both Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for this position.

DALHOUSIE UNIVERSITY FACULTY OF LAW

The Faculty of Law, Dalhousie University, invites applications for tenure-track and term positions for the 1993/94 academic year. It has special needs in business associations and environmental law, although applications in other areas will be entertained. Experience in lawyering skills is instruction is considered an asset.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

Applications to be submitted as soon as possible, preferably before January 31, 1993. They should be directed to:

The Dean
Faculty of Law
Dalhousie University
Halifax, NS
B3H 4H9

Chair, Department of Psychology

Simon Fraser University invites applications for the position of Chair of the Department of Psychology. Candidates must have a significant record of scholarly achievement, proven administrative skills, and a commitment to teaching. Rank is at the Associate or Full Professor level. Qualified applicants from all specialties will be considered. The department currently has 34 faculty members, a large technical and administrative staff, approximately 1,000 undergraduate majors and 100 graduate students. The department offers graduate training in clinical and experimental psychology. The appointment date is September 1, 1993. Please submit a letter of application, curriculum vitae, a sample of recent reprints, and three current letters of reference to **Dr. Evan Alderson, Dean of Arts, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6.** All application materials must be received by **February 1, 1993.** This position is subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

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SCHOOL OF ARTS AND SOCIAL SCIENCES

Sub-Department of Languages, Letlare and Communication, Etudes françaises - Reference Number: FRENCH 930226. Le département des langues, lettres et communication sollicite des candidatures pour un poste de Professeur(e) adjoint(e) de français menant à la permanence. Le poste est assujetti à une confirmation budgétaire. Les candidat(e)s doivant posséder le doctorat (ou être en rédaction de thèse) et de l'expérience dans l'enseignemant universitaire. Les tâches d'enseignement au niveau du premier cycle comprendront principalement des cours de français lan-gue seconde, de linguistique et de matières connexes, avec la possibilité d'enseignar le littérature française ou canadienne française. Entrée en fonction : 1elier juillet 1993. Traitement selon les titres et l'expérience. Les candidat(e)s sont prié(e)s de soumettre leur curriculum vitae, un dossier complet, et trois lettres de recommandation à **Donald Fewer, Directeur administratif, Ressources humaines, Collège universitaire du Cep-Breton, C.P. 5300, Sydney (Nouvelle-Ecosse) B1P 6L2.** L'ensemble des documants doit être reçu avant le 15 février 1993. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. La Collège universitaire du Cap-Breton respecte le pancipa de l'équité an matière d'emploi.

SCHOOL OF ARTS AND SOCIAL SCIENCES

Sub Dapartment of Languages, Letlers and Communicalion, French Department - Reference Number FRENCH 930226. Applications are invited for a tenura-track position, subject to budgetary approval, at the Assistant Professor rank starting July 1, 1993. Qualifications include a Ph.D. (A.B.D. will be considered) and experience teaching at the university level. Teaching duties at the undergradusta level: French as a second languag, linguistics and related areas; experience in taaching French or French-Canadian literature will be on asset. Salary is negotiable, dapanding on qualifications. Applicants should send curriculum vilae and three letters of reference to **Donald Fewer, Executive Director, Human Resources, University College of Cape Breton, P.O. Box 5300, Sydney, N.S. B1P 6L2.** Application deadline: **February 15, 1993.** In accordance with tha Canadian Immigration requirements, priority will be given to Canadian citizens and permanent rasidents of Canada. An equal opportunity employer.

Season's Greetings!

NOTICEBOARD

CONFERENCE AND CALL FOR PROPOSALS: Information Technology and the Teaching of Mathematics and Natural Science. Project Prometheus (a University of Manitoba, Faculty of Education/IBM Canada cooperative project) in cooperation with the Science Teachers Association of Manitoba, the Manitoba Association of Mathematics Teachers, and the Manitobe Association for Computing Teachers is hosting an international conference in Winnipeg, **October 21-23, 1993.** The conference will tocus on the use of information technology - microcomputers, multimedia, microcomputer-based laboratories - by mathamatics and ecience teachers. A one-page abstract of presentations should be submitted by January 1, 1993 to: Barbara McMillan, Project Prometheus, Room 415, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2; Fax: (204) 275-5962.

THIRD INTERNATIONAL CONFERENCE ON ETHICO-ECONOMICS: Relations Between Ethical Values and Social Institutions, **Oct. 8 & 9, 1993,** University College of Cape Breton, Sydney, N.S. B1P 6L2; (902) 539-5300.

NATIONAL MEETINGS. 1993, July 30 - August 7. Joint Meeting of the Canadian Society of Microbiologists and the Society for Industrial Microbiologists, Westin Harbour Castle Hotel, Toronto, Ontario, Canada. Contact: Dr. Owen Ward, Microbial Biotechnology Laboratory, Dept. of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Tel: (519) 885-1211; Fax: (519) 746-0614

9TH NATIONAL CONFERENCE - Learning Disabilities Association of Canada - Hosted by Learning Disabilities Association of Ontario. Invisible No Longer: Rights, Routes and Responsibilities is a multi-disciplinary conference addressing a wide range of issues of direct importance, interest and concern to our consumers and those who live and work with them. Conference data and location: Sheraton Parkway Hotel, Highway #7 & Leslie Street, Richmond Hill, Ontario, **April 28 - May 1, 1993;** Wednesday evening reception; Thursday evening gala dinner. For more information, contact: Learning Disabilities Association of Ontario, 124 Merlon St., 3rd floor, Toronto, ON M4S 2Z2; Tel: (416) 487-4106; Fax: (416) 487-9489.

UNIVERSAL KNOWLEDGE TOOLS AND THEIR APPLICATIONS - CALL FOR PAPERS AND PARTICIPATION in a conference and workshops to be held at Ryarson Polytechnical Institute in Toronto, Ontario, Canada on June 3, 4 and 5, 1993. The conference is sponsored by the International Society for the Systems Sciances and saveral othar Institutions. Send a one page abstract before **March 1993** to H.K. Burkhardt, Dapartment of Physics, Ryerson Polytechnical Institute, Toronto, Ontario, Canada, M5B 2K3, or request further information on participation through Bitnet: FCTY7034@RYERSON.CA. Tel: (416) 979-5079, Ext. 7246 or Fax: (416) 979-5341.

THE NORTH AMERICAN CONFERENCE ON BRITISH STUDIES will be meeting jointly with the Northeast Conference on British Studies at the Ramada Renaissance Hotel du Parc in Montreal on 1-3 October 1993. Proposals for papers or complete panels should be submitted by **15 March** to Professor Fred M. Leventhal, NACBS Program Chair, Department of History, Boston University, Boston, MA 02215, USA.

CALL FOR PAPERS: Journal of East-West Business: New York - The Haworth Press, Inc., announces the forthcoming publications of the new quarterly Journal of East-West Business, schadules for publication in **Spring 1993.** The journal will be published under the new International Business Press imprint. The Journal will deal with contemporary and emerging topics of business studies, strategies, development, and practice as they relate to the Russian Republic, the new Asian republics, the Eastern European republics, the Baltic republics, and business relationships batwaan othar countries of the world. For an "Instructions for Authors" brochure, contact the Editor: Stanley Paliwoda, Professor, Faculty of Management, University of Calgary, Calgary, Alberta Canada T2N 1N4, Tel: (403) 220-5685; Fax: (403) 262-0095.

The Institute of Intergovernmental Relations at Queen's University has released its annual collection of articles on current issues affecting Canadian federalism, Canada: The State of the Federation, 1992, edited by Douglas and Robert Young. The price is $20.00 per copy. To order, or for more information, please contact: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario K7L 3N6; Phone: (613) 545-2080/Fax: (613) 545-6868.

THE INTERNATIONAL JOURNAL, Humenomics, now publishing vol. 6 nos. 1-5, 1992 (Hull, Eng.: Barmarick Publications), is calling for scholarly articles in the areas of ethico-economics, ethics and socio-economic development, ethics and philosophy of science, philosophy of the social sciences, and economic epistemics, history of economic thought in the area of ethico-economics and related fields. Articles are not restricted by length and technical nature. Two copies of articles may be sent to the Editor, Humanomics, Department of Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902)539-5300.

EDUCATION UNIONS WOMEN'S CONFERENCE, Women for Education: Wahine no te Matauranga. The conference will be held at the Central Institute of Technology: te Whare Wananga o Whirinaki, Trentham, Wellington, New Zealand, **January 20-23, 1993.** CAUT women members interested in attending the Conference should contact Charlotte Fitzgerald at AUSNZ National Office: 94 Dixon Street, P.O. Box 11-767, Wellington, New Zealand; tel: (04) 382-8491; Fax: (04) 382-8508 for further information.

MISE À JOUR - FAITS DONNÉES UPDATE ON FACTS AND FIGURES

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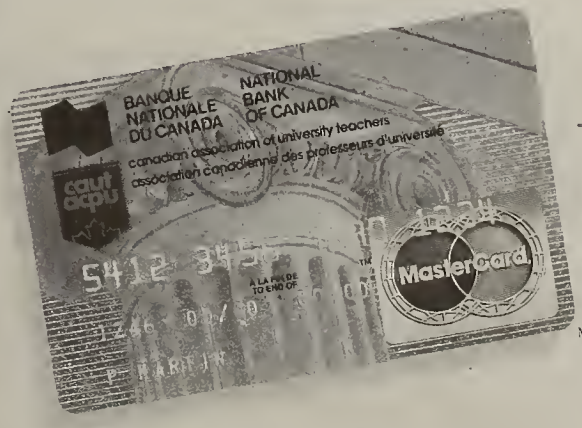

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With the Holiday Season approaching, we wish to take this opportunity to thank all our "Regulars" for the support we received and appreciated in 1992 - and to wish all C.A.U.T./A.C.P.U. Members a very Merry Christmas and a Happy and successful New Year. HAPPY HOLIDAYS TO YOU ALL!

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South Pacific

TO	SYDNEY-MELBOURNE-BRISBANE		CAIRNS or AUCKLAND
FROM	Vancouver	From: $1310.00	From: $1135.00
	Calgary/Edmonton	From: $1450.00	From: $1290.00
	Regina/Saskatoon	From: $1555.00	From: $1385.00
	Winnipeg	From: $1585.00	From: $1410.00
	Toronto/Ottawa/Montreal	From: $1500.00	From: $1330.00
	Halifax/Moncton/Fredericton	From: $1705.00	From: $1535.00
	St. John's	From: $1860.00	From: $1690.00

TO	SYDNEY-MELBOURNE-BRISBANE-PERTH or AUCKLAND (via Hong Kong)	
FROM	Vancouver	From: $1561.00
	Calgary/Edmonton	From: $1721.00
	Regina/Saskatoon	From: $1791.00
	Winnipeg	From: $1851.00
	Toronto	From: $1891.00
	Ottawa/Montreal	From: $1989.00
	Halifax	From: $2191.00

- BASED ON LOW SEASON AIRFARES - BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax CA$40.00 and local Taxes E. & O.E. 11/92

Oriental Getaways

TO	FROM		
BANGKOK	Vancouver	From:	$1267.00
	Calgary/Edmonton	From:	$1399.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From:	$1431.00
	Montreal/Ottawa	From:	$1462.00
	Halifax/Fredericton/Moncton/St. John's	From:	$1611.00
HONG KONG	Vancouver	From:	$1167.00
	Calgary/Edmonton	From:	$1351.00
	Regina/Saskatoon/Winnipeg/Thunder Bay/Toronto	From:	$1373.00
	Montreal/Ottawa	From:	$1398.00
	Halifax/Fredericton/Moncton/St. John's	From:	$1518.00
SINGAPORE/ PENANG/ KUALA LUMPUR	Vancouver	From:	$1327.00
	Calgary/Edmonton	From:	$1499.00
	Regina/Saskatoon/Winnipeg/Toronto	From:	$1621.00
	Montreal/Ottawa	From:	$1654.00
	Halifax/Fredericton/Moncton/St. John's	From:	$1681.00
TOKYO	Vancouver	From:	$1032.00
	Calgary/Edmonton	From:	$1221.00
	Regina/Saskatoon	From:	$1336.00
	Winnipeg/Toronto/Ottawa/Montreal	From:	$1413.00
	Halifax/Fredericton/Moncton	From:	$1452.00

- BOOKING CONDITIONS & RESTRICTIONS APPLY
- AIR FARES ARE SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME
- Not included: Canadian Transportation Tax CA$40.00 and local Taxes where applicable

Slightly lower fares are available for passengers from the Toronto/Montreal and Vancouver area. Routings are restrictive and for some itineraries an overnight at the Asian gateway may be required E. & O.E. 11/92

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Random Selected Cross Canada Fares

Vancouver	- Toronto	From	$387.00	Thunder Bay	- Ottawa	From	$303.00
Calgary	- Ottawa	From	$426.00	Toronto	- Edmonton	From	$387.00
Edmonton	- Winnipeg	From	$303.00	Ottawa	- Vancouver	From	$426.00
Regina	- Toronto	From	$367.00	Montreal	- Victoria	From	$479.00
Saskatoon	- Montreal	From	$408.00	Halifax	- Edmonton	From	$657.00
Winnipeg	- Halifax	From	$534.00	St. John's	- Toronto	From	$383.00

BASED ON FALL AIR FARES. BOOKING CONDITIONS & RESTRICTIONS APPLY.
AIR FARES SUBJECT TO CHANGE AND MAY BE WITHDRAWN AT ANY TIME.
Not included: Canadian Transportation and GST Taxes.
ADVANCE BOOKING 30 DAYS NON-REFUNDABLE NO CHANGES. ENQUIRE ON OTHER VALUE FARES TO AND FROM OTHER CANADIAN DESTINATIONS ALSO TO U.S. DESTINATIONS E. & O.E. 11/92

CAUT/ACPU WORKSHOPS-COMMITTEE MEETINGS CONFERENCES-CONSORTIUMS
A number of meetings are scheduled during 1992/93. If you are attending any of the above please feel free to give our Corporate Section a call for the best fare possible.
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